

The background is a vibrant, abstract painting with swirling colors of blue, green, yellow, orange, and pink. A white square logo is positioned in the top right corner, containing the text 'iM Global Partner'.

iM
Global
Partner

CSR REPORT

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Introduction



1. Introduction



At iM Global Partner, our core belief is that ‘Performance is born out of people’. This conviction underpins everything we do, both as a company and as an investor. From the outset, we have been committed to cultivating enduring, trust-based relationships. We start with the people who rely on us – our clients. Understanding their goals, constraints, and ambitions is not a step in the process; it *is* the process. Every decision we make must help our clients navigate an increasingly complex investment world with clarity and confidence. This same philosophy guides the way iM Global Partner seeks to engage with its Partners and mandated fund managers. When it comes to our own teams, we focus on attracting outstanding leaders, managers, and team members whose personal principles are closely aligned with our own values.

This belief is fundamental to iM Global Partner’s overall strategy. We place strong emphasis on employee engagement and wellbeing, alongside fair, inclusive recruitment and compensation practices, to foster and continuously strengthen our corporate culture. Through the iMGP Donations Fund, we also aim to contribute positively to society by supporting a range of associations worldwide, with a particular focus on initiatives that empower and support young people.


With respect to our environmental responsibilities, we continue to assess and monitor our carbon footprint in order to deepen our understanding of our impact on climate change and to identify the most effective ways to reduce it.

In addition, as a UN PRI signatory, iM Global Partner has undertaken a review of the voluntary UN PRI reporting framework to further strengthen our understanding of what it means to be a responsible investor under the United Nations’ principles, and to progress towards effective reporting against this framework. As we continue to encourage and support our Partners in becoming UN PRI signatories themselves, this work also positions iM Global Partner to offer additional, more technical support around UN PRI reporting where required.

In this Corporate Social Responsibility (CSR) report, we outline our approach to sustainability as a company. Section 2 focuses on environmental disclosure, presenting recent data on our carbon emissions. Section 3 sets out our approach to employee engagement and wellbeing, together with our commitment to inclusive recruitment and compensation. Section 4 examines the UN PRI reporting framework and its relevance to iM Global Partner. Finally, Section 5 is dedicated to the iMGP Donations Fund and provides an overview of the charitable organisations it supports.



Philippe Couvrecelle


*Founder and CEO
of iM Global Partner*

“

At iM Global Partner, we recognise the responsibility we carry to help shape a better world through our philanthropic, economic and environmental choices. Our people and our core values are the heartbeat of our organisation, ensuring that longevity and integrity are embedded in our culture and reflected in every decision we make. We believe that genuine success is defined not only by financial performance, but by the positive and lasting impact we create for society and the environment.

”

Climate & Biodiversity





2. Climate & Biodiversity



Alexandre Pierron

*CSR Coordinator,
Managing Director & Head of Operations at
iM Global Partner*

Tackling environmental issues such as climate change and biodiversity as an asset management firm is a challenging endeavour. As an initial step, we found it most relevant to measure iM Global Partner’s carbon footprint to develop a better understanding of our impact as a company and identify areas where this footprint could be most efficiently reduced. First measured for the calendar year 2021, we have continued to carry out an annual carbon footprint calculation ever since.

In 2025, iM Global Partner decreased emissions from energy consumption, increased business travel emissions, and had zero emissions from assets. The reduction in energy-related emissions was due to updated emission factors, together with a reduction in office space in both Europe and the United States, which resulted in lower electricity consumption for heating. The increase in business travel emissions is due to the rise in commuting by car in the USA compared to 2024. As in 2023 and 2024, there were no emissions from assets, as the company did not undertake any office relocations or renovations during the year.

On the climate change and nature disclosure issue, after extensively reviewing the TCFD and TNFD frameworks (the former being absorbed by the IFRS Foundation in November 2023), we have assessed that these frameworks are not fully suitable for our organisation and have therefore decided not to pursue our work towards formal endorsement. This conclusion is justified by several factors, including a lack of suitable resources and expertise within our company and broad data availability and complexity issues. At this stage, we have decided to focus on establishing ways to manage and reduce our carbon footprint and concentrate our efforts on completing PRI reporting, as further developed in the coming pages.

2.1. Carbon Footprint and GHG Emissions

In order to measure its carbon footprint, iM Global Partner works with an external evaluator. This external evaluator, Sirsa, has calculated iM Global Partner's carbon emissions for the last five years, incorporating 2021, 2022, 2023, 2024 and 2025, using the same carbon footprint methodology.



This methodology was developed by the French Environment and Energy Management Agency (ADEME), and has been in use and continuously developed for 15 years. It is compatible with other global GHG emissions reporting standards such as ISO 14064, the GHG Protocol and the Carbon Disclosure Project (CDP). Its main goal is to identify the main sources of Greenhouse Gases (GHG) to set up reduction strategies and communicate results.

In this subsection of the report, we disclose the various results of our carbon footprint measures and discuss these results.

2.2. Carbon Footprint Methodology



THE TOOL

- The ADEME carbon footprint is a methodology for evaluating GHG emissions produced by human activities.
- 20 years of existence and evolution.
- Compatible with national and international reporting standards and regulatory requirements: ISO 14064, Greenhouse Gas Protocol (GHG Protocol), Carbon Disclosure Project (CDP).

THE GOAL

- Identify the mains sources (emission items) of Greenhouse Gases (GHG).
- In order to set up a reduction strategy and pilot an effective action plan.
- Communicate the results to internal and external stakeholders.

THE PRINCIPLE

$$\text{Activity data} \times \text{Emission factors} = \text{CO}_2 \text{ eq emissions}^1$$

(1) CO₂ eq = Carbon dioxide equivalent. Unit of measurement that converts all GHGs into CO₂

Scope 1



Direct Emissions

Volatile organic compounds (VOC),
Combustion from fleet of vehicles...

Scope 2



Indirect emissions linked to energy consumption

Consumption of electricity, steam, heating, cooling...

Scope 3



Indirect emissions from operations and finished products

Purchases of Raw Materials & Services, Business travel and commuting, Waste...

Publication format

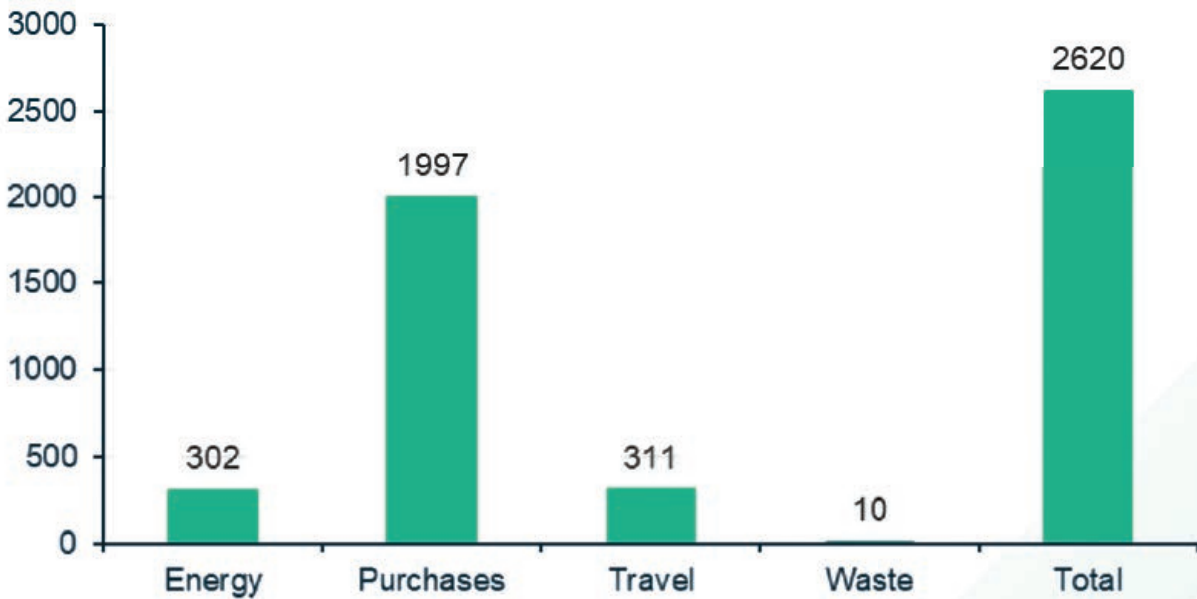
GHG Protocol

2.3. Results



Carbon Footprint by Emission Category

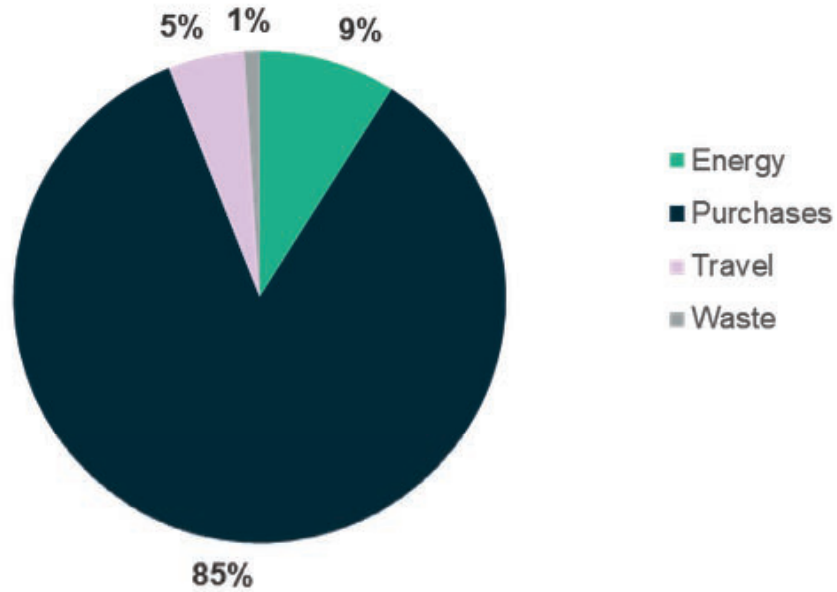
Greenhouse gas (GHG) emissions and Uncertainties*
by category in tCO₂eq



Uncertainties: maximum and minimum values according to the high-low bars in black*.

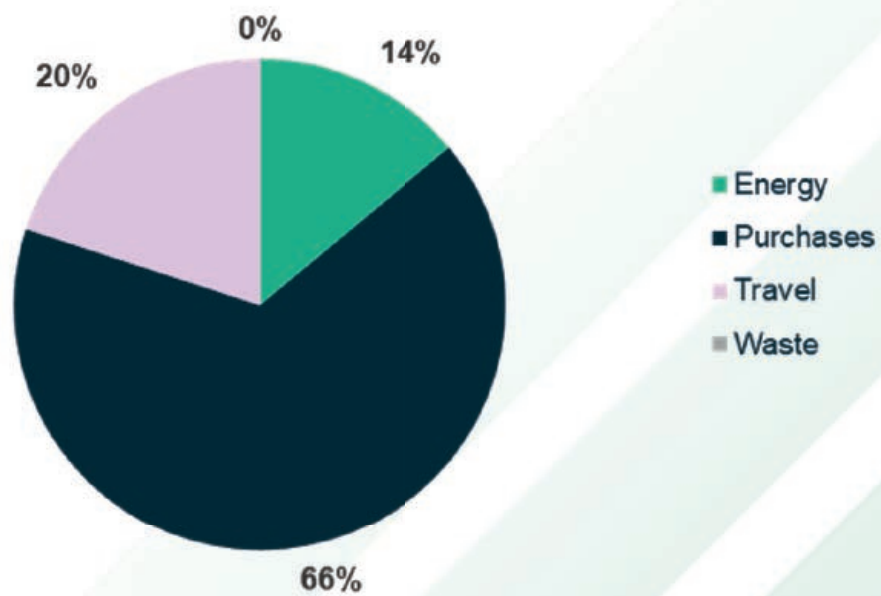
*The **total uncertainty** for each calculated CO₂eq emission comes from: I) the uncertainty specific to each **emission factor** and coming from its calculation methodology; II) the uncertainty of the collected **activity data**, as indicated in the previous section

Share of GHG emissions by category - Europe



Total Europe: 1,419 tCO₂eq

Share of GHG emissions by category - USA

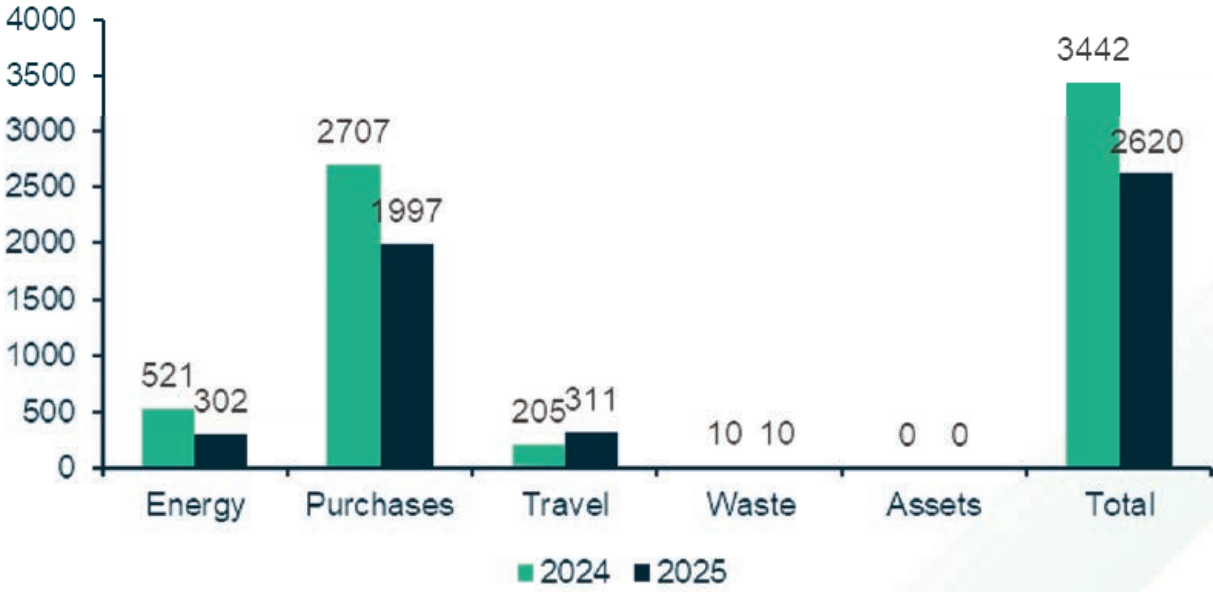


Total USA: 1,201 tCO₂eq

Total: 2,620 tons of CO₂ equivalent
i.e. 24,5 tCO₂eq/employee

Carbon Footprint by Emission Category: Comparison 2023 / 2024

Greehouse (GHG)emissions and Uncertainties * by category in tCO₂eq



Comparison per employee:

31.6 tCO₂eq/employee in 2024

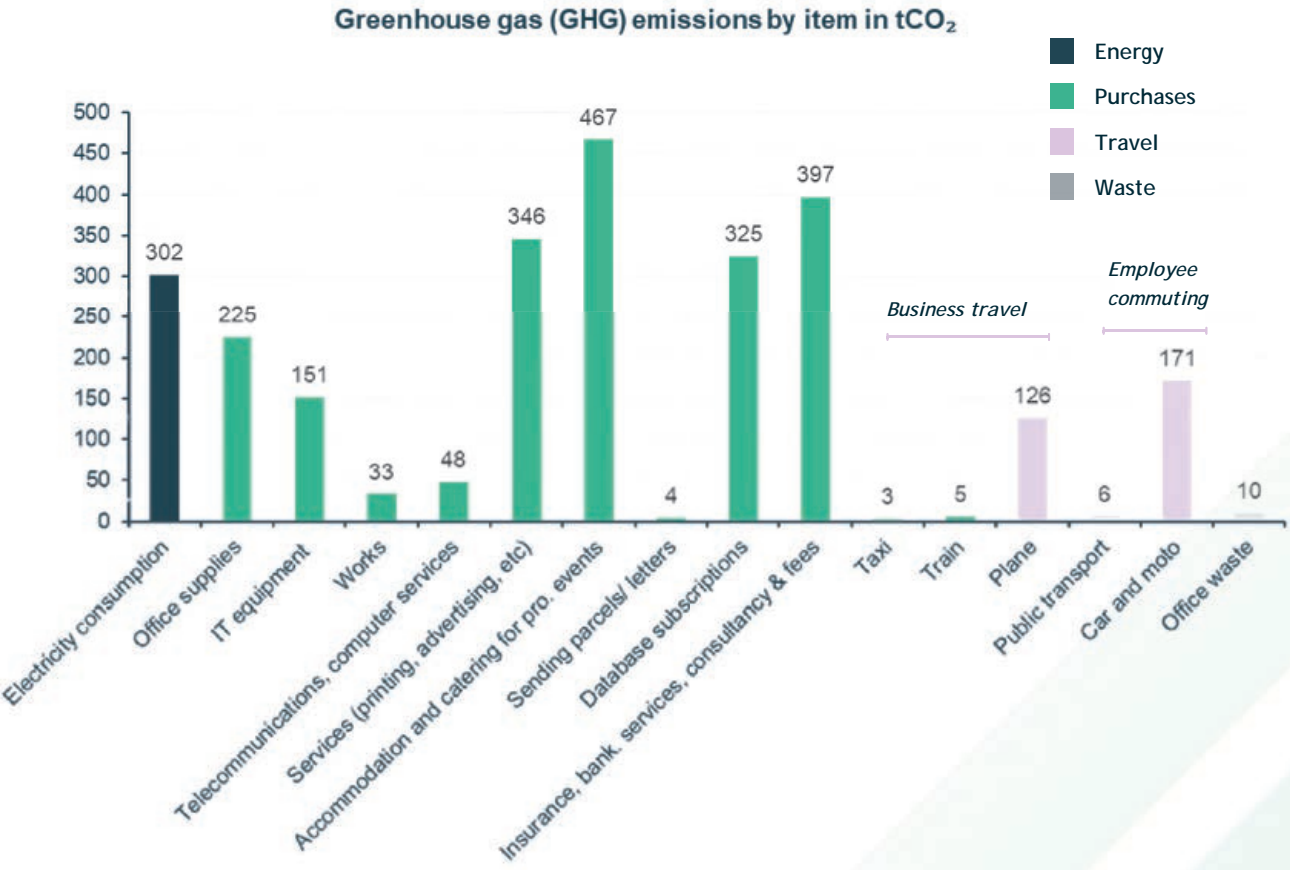
24.5 tCO₂eq/employee in 2025

Analysis

- 1. Decrease in Emissions from Energy consumption:** The decrease in emissions from energy consumption is mainly due to the emission factors update along with the diminution of office surface, both in Europe and the USA, requiring lower amounts of electricity to heat the offices, compared to last year
- 2. Increase in Business Travel Emissions:** The increase in emissions is due to the rise in commuting by car in the USA compared to the previous year.
- 3. Decrease in Emissions from Purchases:** Although expenses increased in 2025, particularly in Europe, the emission factors update lead to a decrease in total emissions associated to goods and service purchases.
- 4. Zero Emissions from Assets:** There were no emissions from assets in 2025, as the company did not undertake any office relocations or renovations during the year, just like in 2023 and in 2024

** The total uncertainty for each calculated CO₂eq emission comes from: I) the uncertainty specific to each emission factor and coming from its calculation methodology II) the uncertainty of the collected activity data, as indicated in the previous section*

Carbon Footprint by Emission Category:



Mapping of iM Global Partner's emissions



Energy

Electricity consumption



Purchases

Office supplies and furniture

Telecommunications, computer services

Insurance, banking services, consultancy and fees

Sending parcels / letters

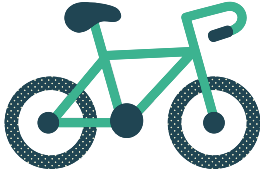
Accommodation and catering for professional events

IT equipment

Works

Database subscriptions

Other services (printing, advertising, etc)



Travel

Business travel

Employee commuting



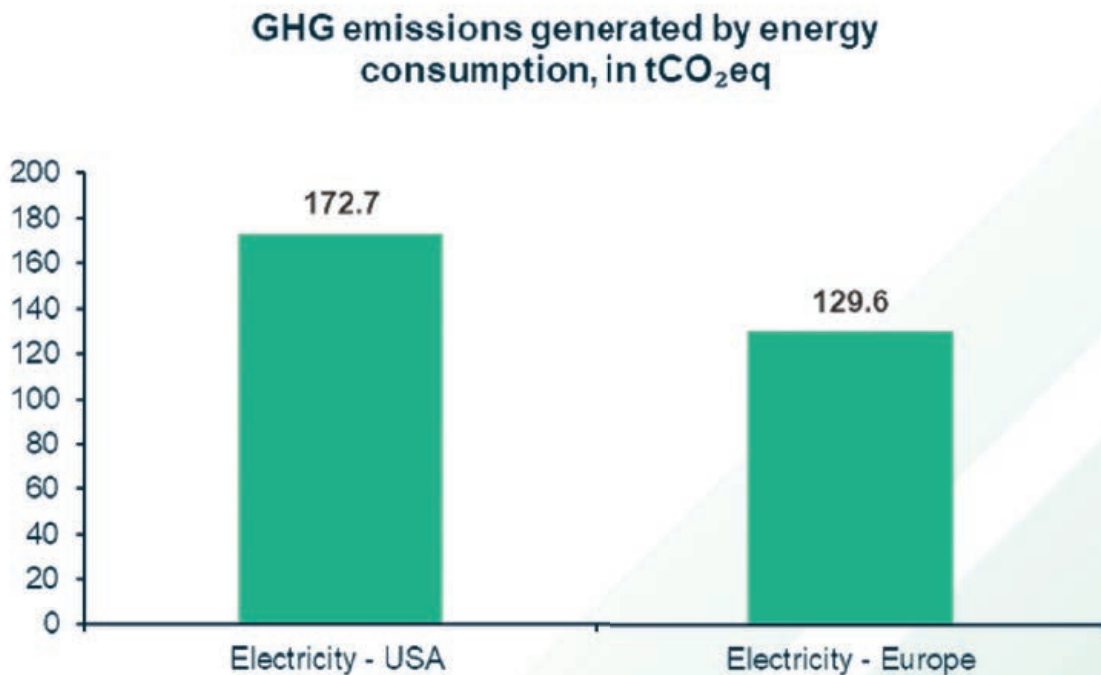
Waste

Office waste

Exclusions:
 Manufacture / Renovation of buildings (Not applicable in 2024)
 Fleet of vehicles (No information available, but negligible)
 Visitor travel (No information available, but negligible)

Energy Focus

- Energy represented **11.5%** of iM Global Partner's total GHG emissions, equivalent to **302 tons of CO₂eq.**
- The consumption in kWh was not available for Europe and the USA, so the calculation of the emissions was based on the surface area of the offices.
- The difference in emissions between the two locations is mainly due to the size of the office space owned (1,686 sq meters in Europe and 1,576 sq meters in the US) and the fact that the electricity emission factor is about 30% higher for the US than for Europe, due to the more carbon-intensive energy mix.

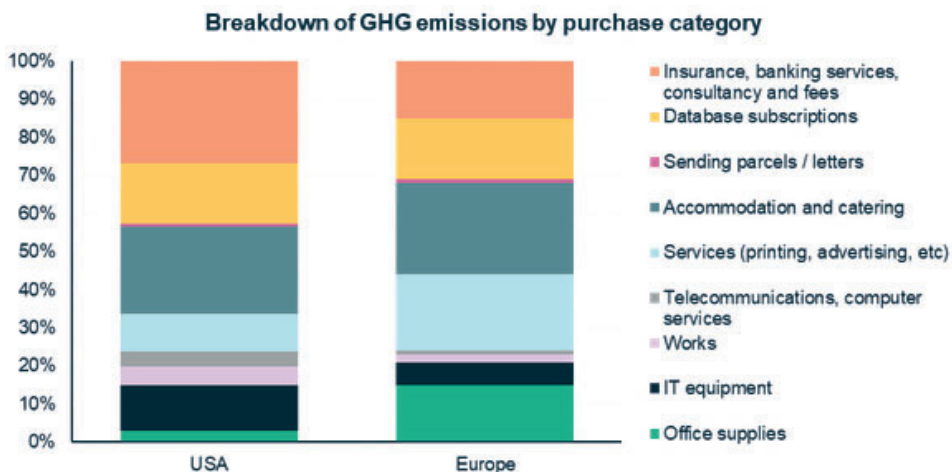


Course of Action:

Track energy consumption in order to have more reliable data and to follow the progress in energy consumption.

Purchases Focus

- Purchases represented **76%** of iM Global Partner’s total CO₂eq emissions, for a total of **1,997** tons of CO₂eq emitted.
- In the Europe office, purchased generated **1,210** tCO₂eq, representing **85%** of the office’s total emissions. In the United States office, this category accounted for **787** tCO₂eq, or **66%** of total emissions of the office.
- The emission factors for purchased goods and services were updated by ADEME, explaining the reduction observed in this category’s emissions despite the increase in spendings
- However, this is a carbon item with a high degree of uncertainty, as the emission factors are based on expenditures and are not adapted to the service providers who do not report their carbon emissions.



Course of Action:

IT equipment:

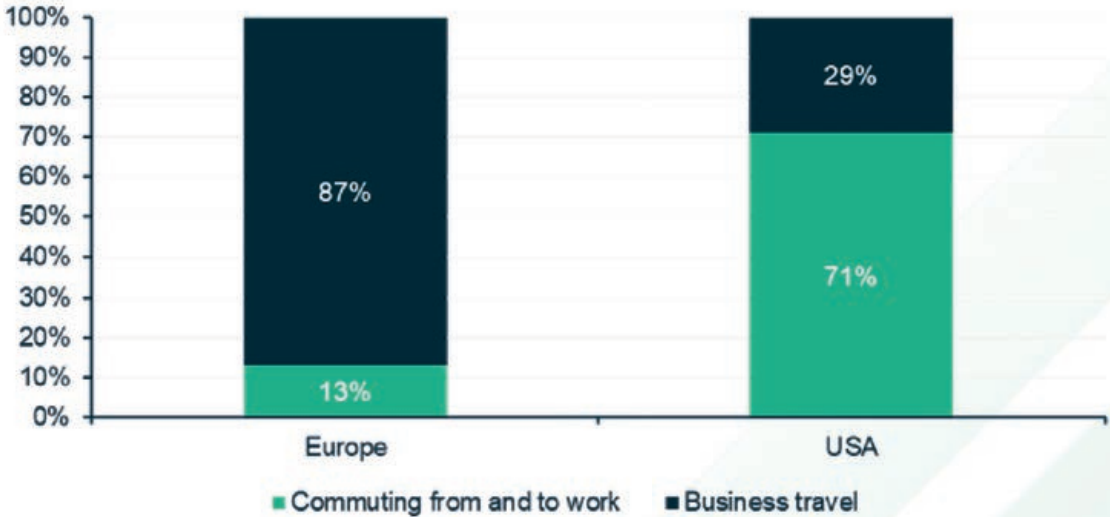
Purchasing policy: Give preference to products with the longest warranty and best reparability. Possibly buy reconditioned second-hand equipment. Systematically favour repair over replacement, limit the renewal of computer equipment.

Maintenance: Systematically put protections on assigned equipment. Educate employees to take care of assigned equipment.

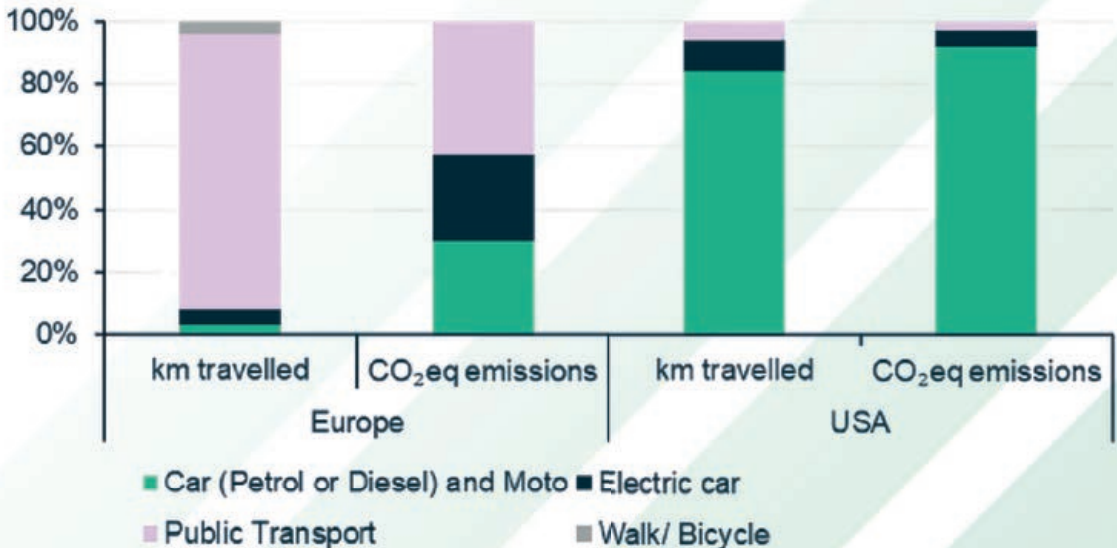
Travel Focus

- As a reminder, travel represented **12%** of iM Global Partner’s total GHG emissions, representing **311** tons of CO₂eq.
- GHG emissions from **travel** accounted for 5% of total emissions in Europe and 20% in the United States. However, in absolute value, travel accounted for **74** tCO₂eq in Europe and **237** tCO₂eq in the USA.
- Combined, cars and planes accounted for **89%** of GHG emissions related to travel in Europe and **100%** in the USA.

Breakdown of GHG emissions by type of travel



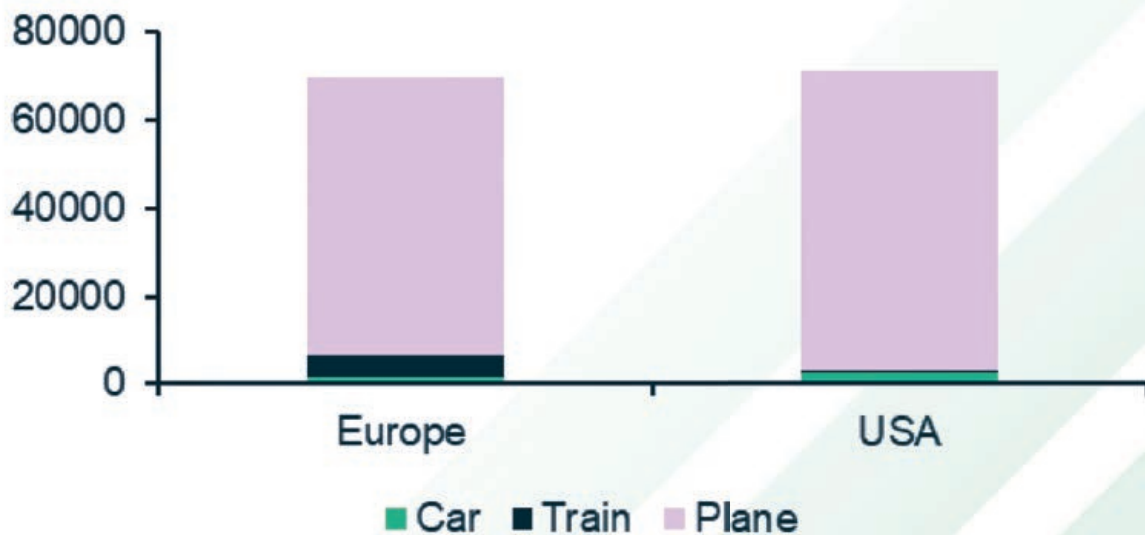
Breakdown of kilometres travelled and GHG emissions by means of transport



Business Travel Focus

- Business travel represented **87%** of travel-related GHG emissions in Europe, for a total of **65** TCO₂eq emitted, and **29%** in the United States, for a total of **69** TCO₂eq emitted.
- The majority of GHG emissions from business travel were due to **air travel** (**91%** in Europe and **97%** in the United States). This means of transport was the most used (in terms of kilometres) and its relative impact was the most important for two reasons: the distances covered by air travel were longer than those covered by other means of transport, and the emission factor of air travel was high.
- For information, the emissions linked to aircraft drag were not taken into account in the GHG Protocol methodology, but they represented half of the total emissions linked to aircraft travel.

Breakdown of GHG emissions by means of transport (in tCO₂eq)



Course of Action:

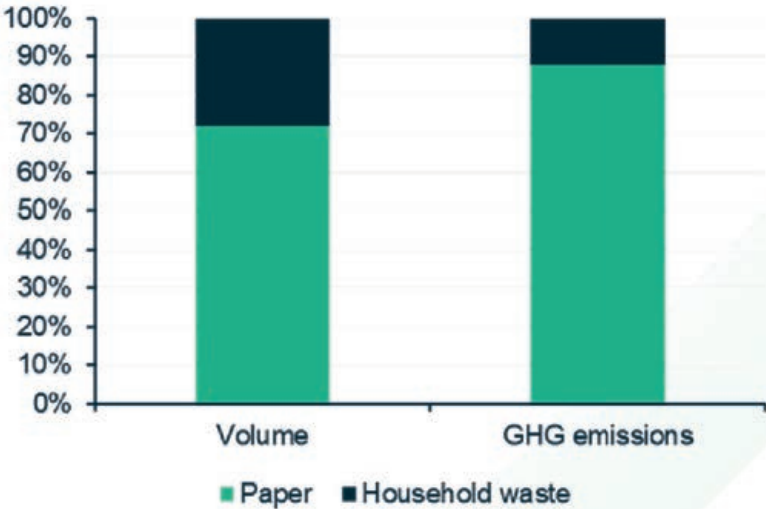
Give preference to train travel within the country or when travel time permits for international travel.

Waste Focus

- Please note: the weight of waste was obtained on the basis of a national average estimated by ADEME (140 kg of waste per employee per year including three quarters paper and one quarter other waste), and not on the actual waste of iM Global Partner’s offices.
- The volume of waste for the 107 employees was estimated at **14,980 kg** in 2024.
- Three quarters of the waste was considered paper, which represented **8.3 tons** of CO₂eq emitted in 2024.
- The remaining waste was counted as household waste. This represented **1.5 tons** of CO₂eq.

Breakdown of volume of waste and GHG emissions by type of waste

Breakdown of volume of waste and GHG emissions by type of waste



Course of action:

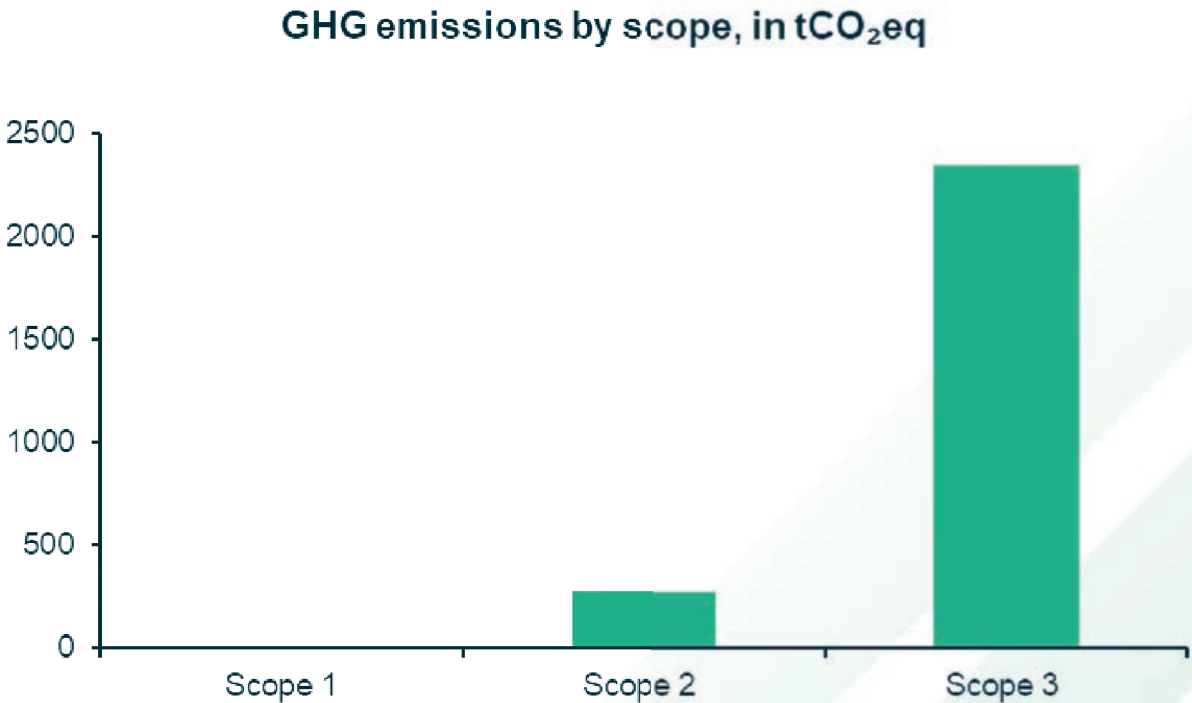
Collect from the collection service provider the **actual quantities** (in kg) of waste produced or estimate the amount of waste thrown away by type of waste based on the volume of the garbage cans and the number of times they are emptied each week.

Employee awareness of anti-waste and waste reduction.

Ask the maintenance crew to report if **sorting quality** is deteriorating or improving.

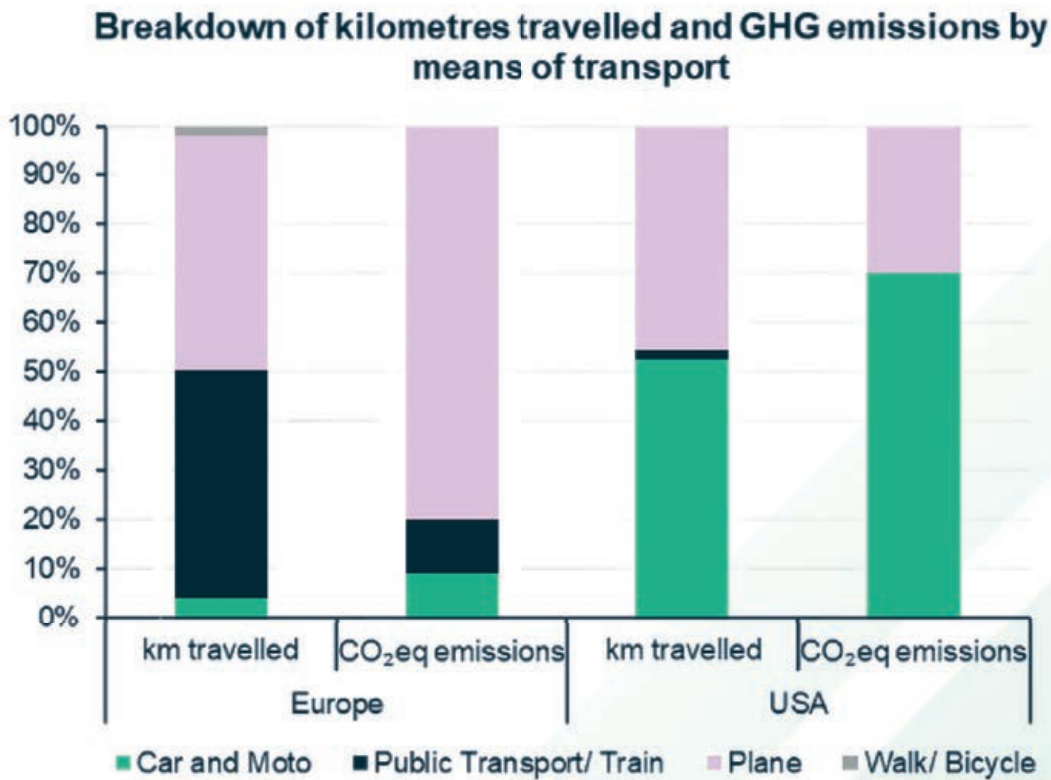
GHG Emissions by Scope

- iM Global Partner’s indirect energy-related emissions (Scopes 2) represented 11% of the management company's total GHG emissions.
- As a reminder, Scope 2 only includes electricity consumptions for iM Global Partner.
- Other indirect emissions, i.e. Scope 3, include all other GHG emissions of iM Global Partner.



Employee Commuting Focus

- Commuting accounted for **13%** of travel-related CO₂eq emissions in Europe, for a total of **9 TCO₂eq** emitted, and **71%** in the United States for a total of **168 TCO₂eq** emitted.
- The **car** had a much higher carbon impact than public transport. In Europe, only **7%** of commuting kilometres were made by car, but this represented **96%** of CO₂eq emissions.



Course of action:

Favour **public transport, walking and cycling** when possible

Inclusion & Diversity





At iM Global Partner, we are guided by the conviction that people are the foundation of long-term performance, and that difference is a source of resilience and strength. This perspective is embedded in our business model and reflected in the way we build and develop our teams. The variety of backgrounds, perspectives and experiences across our workforce is integral to our identity and plays an important role in attracting and retaining talent.

We believe in equal opportunity and value the diversity of our global team across gender, age and nationality. We are committed to fostering an inclusive working environment in which every employee feels respected, supported and able to realise their full potential, irrespective of their personal background or circumstances. This commitment is underlined by the results of our annual Great Place to Work survey, which show a consistently high level of employee confidence in fair and equitable treatment across gender, race or ethnic origin, age and sexual orientation.

As signatories to the UN Principles for Responsible Investment, we believe iM Global Partner's culture, operating model and stakeholder relationships align closely with key aspects of the UN PRI approach to Diversity, Equity and Inclusion. We maintain an inclusive corporate structure that continues to evolve, recognising inclusion as an ongoing journey.

Our commitment also extends beyond our organisation. Through the iMGP Donations Fund, we support charitable initiatives that promote equity, equal opportunity and inclusion, with a particular focus on the protection and development of young people as part of our wider CSR responsibility.



Claire Carr

*Managing Director &
Head of Human Resources
at iM Global Partner*

Inclusion – for a more inclusive economy

Recruitment and Compensation

iM Global Partner maintains a strong commitment to diversity and equal opportunity throughout the recruitment process. All candidates are considered fairly and without discrimination, irrespective of sex, marital or civil partnership status, gender identity, sexual orientation, race, colour, nationality, ethnic or national origin, culture, religion, age or disability.

Our recruitment practices are designed to be objective and evidence-based, with a clear focus on demonstrable skills and capabilities at each stage of the process. Where external search firms are engaged, they are expected to apply the same rigorous, measurable standards when developing candidate shortlists. During interviews, candidates are assessed consistently against defined selection criteria, informed by the role's requirements and supported by relevant assessment exercises.

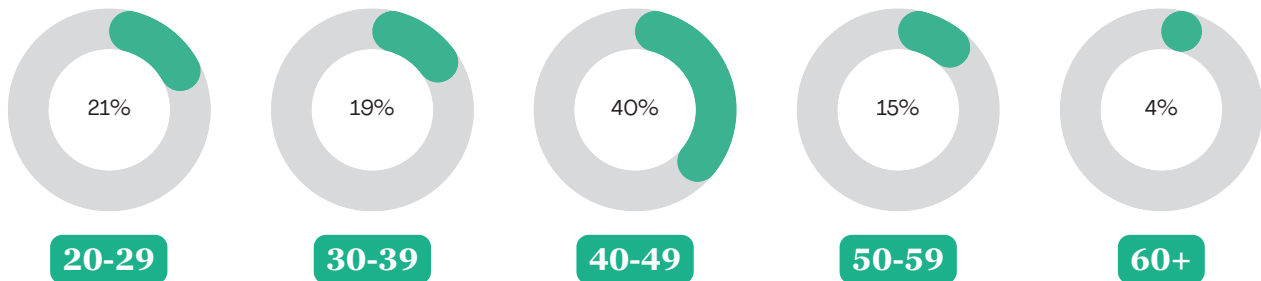
Alongside building our teams through experienced hires, we recognise the importance of early career pathways in developing future talent and foundational professional skills. iM Global Partner therefore places significant emphasis on creating opportunities for young people, committing the equivalent of 10% of our global workforce to apprenticeships and internships. In addition, we support structured work-experience placements for school-age students.

Our commitment to equal opportunity extends across all aspects of the employee lifecycle, including recruitment, learning and development, career progression, promotion and retention. In line with our equal employment policy, iM Global Partner does not tolerate harassment or victimisation in any form.

Recruitment

- Of the 9 permanent colleagues recruited in 2025, there were 6 different nationalities. Overall, we employed people from 17 different nationalities across the company - Cypriot, Guatemalan, Italian, Luxembourg, Moroccan, South African, Spanish, Swiss, to name a few.
- As at 31 December 2025, our global overall gender split remained the same as 2024 figures - 42% female and 58% male.
- During 2025, we welcomed 16 new joiners, of whom 7 positions were either interns or apprentices, and the gender split across all 16 new joiners was 50% male and 50% female.

- Our overall company age profile as at 31 December 2025 was:



Promotion

Our 2025 year-end review shows that employees promoted this year spanned five decades of age and represented five distinct internal job grades. This reflects our continued commitment to merit-based development and reinforces our belief that meaningful career progression is possible at every stage of a career.

Equal Pay

We review our salary data informally at key intervals throughout the year (when making appointments, for example) and formally once a year, across dimensions of grade, gender, role, and experience. Analysis shows that where there are pay differences across a grade, these are for reasons other than gender (for example, different market conditions, skill sets, or experience levels).

Engagement and Wellbeing

Our organisation is small; however, our spread is global. Although geographically dispersed, we are dedicated to building an engaged and connected workforce, where everyone feels a sense of belonging and can learn from and with each other. Our culture sits at the heart of creating a connected global organisation and is driven by our four values of entrepreneurial spirit, longevity, respect with challenge, and integrity. Every individual in our firm, including senior leadership, is measured against the extent to which they live our values.

‘Entrepreneurial Spirit’

‘Entrepreneurial spirit’ embodies a collaborative approach to constantly share ideas, learn from others and seek new opportunities, focused on achieving our collective mission. The different perspectives that each of our diverse employees bring only enhances our ability to learn from each other and share ideas.

‘Respect with Challenge’

Similarly, our value of ‘respect with challenge’ naturally promotes a philosophy which values and encourages diversity of thought as we constantly challenge ourselves and others so we may create a successful business built on productive, lasting relationships.

‘Integrity’

An integral part of our ‘integrity’ value is to treat all employees equally and fairly and this is woven through all of our policies across the full HR spectrum.

‘Longevity’

Finally, ‘longevity’ - our philosophy to always consider the long-term impact and implications, underpins all of our employee activities and initiatives.

2025 marked the 10-year anniversary of our values. We commemorated this milestone by collaborating with our colleagues to create an internal video, featuring our team members from across the globe sharing the iMGP value that is most meaningful to them, as well as some personal memories or reflections.

Engagement

Each year, we hold an annual employee seminar when we aim to bring together as many of our European and US team as possible. In 2025, our seminar theme was Creativity & Innovation, creativity being the spark that ignites performance. Teams shared details of various key projects across the company and took part in creative and collaborative team-building activities.

Post-event, we continued our theme of creativity and innovation with our fifth companywide virtual walking challenge. In teams, colleagues followed a virtual route around the globe reaching location milestones associated with inventions that have altered the world in which we live today. Our team walking challenges create important touchpoints for our dispersed teams to connect with one another outside of their day to day working relationships.

Creating the conditions to promote engagement and connection across the company is a key priority of our HR strategy. In 2025, we participated in the global survey, 'Great Place to Work' for the third time, achieving Great Place to Work accreditations in all four eligible locations - France, Luxembourg, UK and US. Additionally, we were recognised for a third year in the small/medium firm category as one of the UK's Best Workplaces in Financial Services and Insurance.

91% of employees answered the survey

We achieved an overall Trust Index score **70%**

- The 'Great Place to Work' survey is run by country - we were eligible to enter in all countries where we have our main office locations.
- Survey comprises 62 questions covering the areas of: Trust, Values, Leadership Effectiveness, Financial Growth, Innovation by All, Maximizing Human Potential.
- All employees must be invited to participate and all responses are anonymous.
- To be certified in a country, companies must achieve a Trust Index score of 65% or more.

Employee Wellbeing

It has always been important to us to ensure the well-being of our employees. Since our inception, we have had in place comprehensive industry-norm employee benefits programmes, tailored to the specific geography. Our benefits comprise private healthcare, pension/401k, life insurance, a monthly travel subsidy, accident and disability insurance. In 2025 we undertook a global benefits review to ensure we remain at or above industry norms in each of the countries in which we operate. Where we were able to identify enhancements to our benefits, these were implemented.

Furthering our employee well-being focus, we ran our third global 'Well-being Week' in 2025, with a theme of **community**. We believe community is a vital contributor to well-being. It creates connection, belonging and mutual support, which are all essential for building resilience and supporting mental health. All colleagues were invited to join our global speaker event with a panel of speakers from four of our charity partners: The Hebe Foundation, Shelter Inc, Vive le Jazz, Serve the City Luxembourg. During this panel session, we learned more about the charities' impact on the communities they support, as well as the impact of the iMGP Donations Fund and the practical activities that we undertake. In 2025 we launched our dedicated Well-being intranet site and in past years, we have organised educational nutrition and productivity talks, in-office massages for stress relief, as well as board-game days and shared healthy lunches to promote both rest breaks and team connection. Colleagues outside of our main offices are not forgotten, receiving healthy smoothies and lunches, as well as taking part in global activities. Based on employee feedback our 'Well-being Weeks' continue to be well received.

Early career development and mentoring

We believe that early career experiences play a defining role in shaping long-term professional paths. The exchange of ideas, learning from others and the pursuit of new opportunities sit at the heart of our entrepreneurial culture, which is why we offer apprenticeships and internships across our functions. We are strongly committed to supporting individuals at the start of their careers by developing both technical and personal skills, while, crucially, providing genuine responsibility and ownership.

We aim for trainee positions to represent 10% of our global workforce, ranging from 3-6 month internships to 1-2 year apprenticeships. We are proud that many interns and apprentices have joined us as permanent employees on completion of their traineeships, with several promoted within their first two years.

In addition, in 2025 we partnered with Viens Voir Mon Taf, a French organisation that supports middle-school students to secure valued work placements in industries they may not normally have considered. We also provided work experience placements in London and Luxembourg.

The UN PRI





4. The UN PRI



iM Global Partner became a UN PRI signatory in early 2022 and started working with its Partners throughout the year to support them in becoming UN PRI signatories themselves. As an UN PRI signatory, iM Global Partner has performed the mandatory annual UN PRI report in 2025.

The UN PRI has a specific approach to reporting for investors. It differentiates asset owners from investment managers and proposes a set of specific modules to address depending on whether an investment manager is managing funds internally or externally and whether it considers it has an ESG approach for each type of fund. The UN PRI's approach is also specific to each asset class under management, and some disclosure depends on the total amount or percentage of these managed asset classes relative to total assets under management. Each module contains different types of required disclosures that can be qualitative or quantitative.

Much like other frameworks such as the TCFD and TNFD frameworks, fully appreciating the UN PRI framework takes some effort, and iM Global Partner considers that dedicating time to ensure a comprehensive understanding of the framework has been reached is required before undergoing the full extent of the reporting process.

In this section, we provide a preliminary analysis of the UN PRI reporting framework and disclose how iM Global Partner will have to approach this reporting as an investment manager that works with both internally and externally managed funds through investment in various asset classes.



4.1. UN PRI Signatories



The UN PRI is considered to be the world’s leading proponent of responsible investment. It works to understand the investment implications of environmental, social and governance (ESG) factors, but also to support its international network of investor signatories in incorporating these factors into their investment and ownership decisions.

The UN PRI puts forward six Principles for Responsible Investment which, when implemented by investors, contribute to developing a more sustainable global financial system. These have attracted a global signatory base representing a majority of the world’s professionally managed investments. They are the following:

01
We incorporated ESG issues into investment analysis and the decision-making processes.

02
We were active owners and incorporated ESG issues into our ownership policies and practices.

03
We sought appropriate disclosure on ESG issues from the entities in which we invested.

04
We promoted acceptance and implementation of the Principles within the investment industry.

05
We worked together to enhance our effectiveness in implementing the Principles.

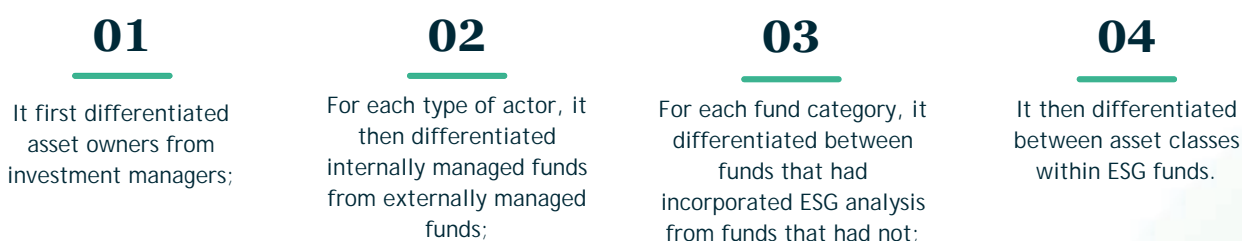
06
We reported on our activities and progress towards implementing the Principles.

Since 2022, we have been actively supporting our Partners in their work to also become signatories. Today, a majority of our Partners have become signatories themselves, while the remaining are actively exploring this possibility.

4.2. Reporting through the UN PRI Framework

Following the UN PRI reporting process allowed iM Global Partner to understand, evaluate and monitor its current responsible investment activities, and led to the continuous improvement of our internal processes on the subject.

The UN PRI has developed a structured approach to its reporting scheme:



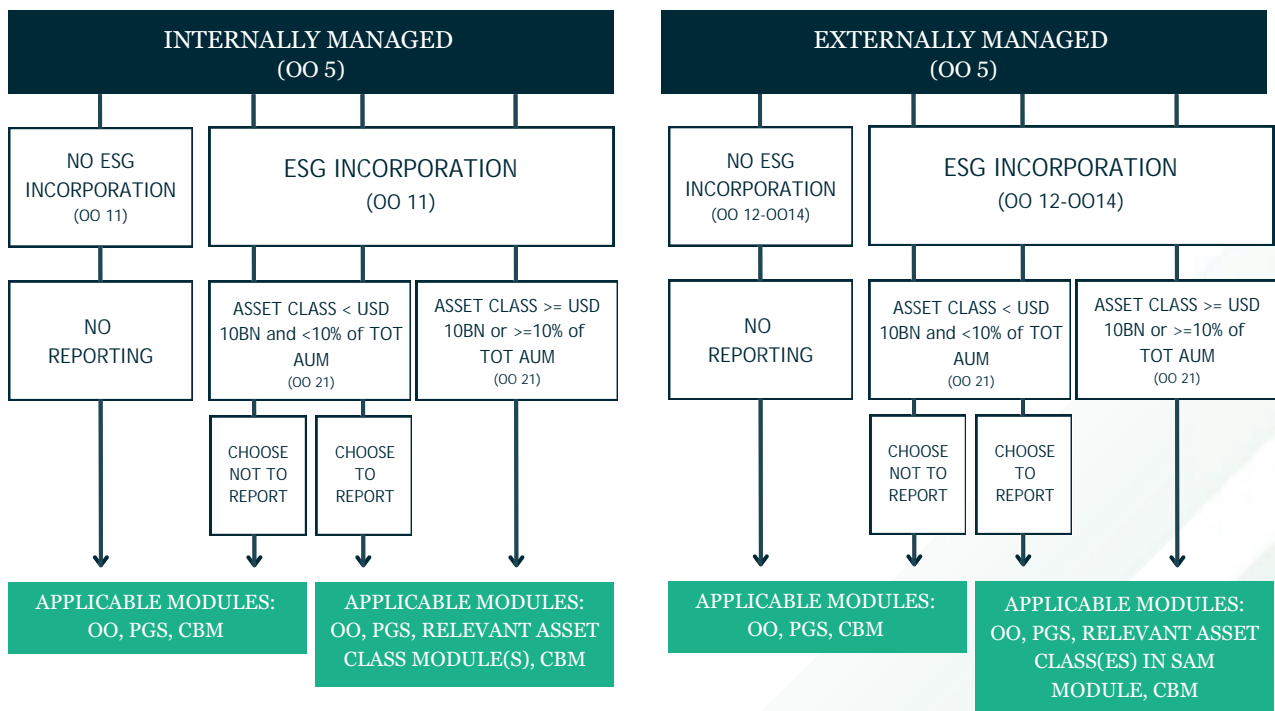
As an investment manager, iM Global Partner has both internally managed funds and externally managed funds that are all subject to a form of ESG incorporation, and invest in a variety of asset classes.

iM Global Partner will therefore have to report on the main UN PRI modules as well as the asset specific modules, which are the following:

- The Senior Leadership Statement (SLS) module, which aims to provide an overview of iM Global Partner's approach on responsible investment.
- The Organisational Overview (OO) module, which allows the UN PRI to understand iM Global Partner's organisation type, characteristics and implementation of ESG.
- The Policy, Governance and Strategy (PGS) module, which goes more in depth regarding iM Global Partner's practical approach to responsible investing by looking at our approach to policy, governance and strategy relative to the subject.
- The manager Selection, Appointment and Monitoring (SAM) module, which aims to capture iM Global Partner's approach in the selection, appointment and monitoring of its external investment managers.
- Each independent asset-specific module corresponds to each internally managed asset class in which iM Global Partner invests (such as the listed equity module, the fixed income module and the hedge fund module).

- The Confidence-Building Measures (CBM) module, which addresses the review and verification of data reported by iM Global Partner to the UN PRI.

What to report on for Investment Managers



Senior Leadership Statement (SLS)

The SLS module consists of a general overview of iM Global Partner’s ESG approach and an endorsement signed by senior leadership. This module also includes:

- iM Global Partner’s commitment to responsible investing
- An annual review of its progress on the subject

Organisational overview (OO)

Through the Organisational overview module, iM Global Partner provided information that allowed the PRI to establish which indicators are relevant to perform its assessment in terms of sustainable investing. Information categories included:

- Organisational information
- Assets under Management
- Stewardship
- ESG Incorporation
- ESG Strategies
- ESG/Sustainability-related funds and products
- Breakdowns of other assets

Manager Selection, Appointment and Monitoring (SAM)

As previously mentioned, the manager Selection, Appointment and Monitoring (SAM) module addressed iM Global Partner's selection, appointment and monitoring of external investment managers, but also any service provider that participated in selecting, appointing or monitoring these managers.

The following information needed to be disclosed:

- Materiality analysis
- Monitoring of ESG trends
- Pre-investment information relative to ESG Incorporation in research and portfolio construction as well as regarding passive investment
- Post-investment information relative to ESG risk management, performance monitoring and ESG screens

Policy, Governance and Strategy (PGS)

The Policy, Governance and Strategy module allowed the UN PRI to capture iM Global Partner's overall approach to responsible investment, including key themes that were applicable to most asset classes. Through the module, iM Global Partner provided information on its approach relative to ESG-related policies, its governance relative to ESG subjects and its overall ESG strategy.

Elements of the strategy that needed to be determined were relative to:

- Capital allocation
- Stewardship
- Climate Change
- Sustainability outcomes
- Human rights

Confidence-Building Measures (CBM)

Finally, the Confidence-Building Measures (CBM) module aimed to capture iM Global Partner's approach in the review and/or verification of data reported to the UN PRI. It explored the following subjects:

- Approach to confidence-building measures
- Third-party external assurance
- Internal audit
- Internal review

Philanthropy





5. Philanthropy

We believe that youth spearheads a society and is the symbol of the next generation. However, these citizens are sometimes vulnerable. Young people can often be the first victims of unemployment or precariousness. Our ambition is to participate in ensuring the future of young people, their social integration and their development in an increasingly complex world.

To this end, we have created the non-profit philanthropic endowment fund, the iMGP Donations Fund - designed to increase the impact of our policy to support youth.

The primary objectives of the iMGP Donations Fund are the protection of youth and the support of educational, cultural and scientific initiatives aimed at young people, regardless of the country in which the group operates.

Though this initiative was pursued independently of iM Global Partner's wish to develop its standards in terms of ESG, financed associations all have an important social or environmental dimension to them, in different specific fields.



The supported associations, and corresponding social and environmental causes, are the following:

EUROPE		Reducing food waste and helping the hungry
		Supporting emerging jazz artists
		Promoting open, modern, egalitarian, welcoming and inclusive Judaism
		Supporting the development of young people
		Helping disadvantaged families take part in unique experiences
		Showing kindness in personal ways to people in need
		Aiding children, young people, and learners in achieving success and well-being
		Fighting food waste and hunger
US		Aids in fulfilling the wishes of children with critical illnesses
		Helping homeless and at-risk families
		Promoting a healthy lifestyle
		Helping families re-establish a home

Linkee

Since 2016, Linkee has helped vulnerable populations by fighting food waste. Through more than 190 associations and 200 partners from the food sector and associations, Linkee fights food waste and poverty.

In order to do this, the NGO collects unsold and surplus food from craftsmen, caterers, festivals, events, catering companies, medium and large stores, etc., and gives them to associations that then distribute meals, food and hot drinks to those who need them most.

Linkee works continuously with its partners to ensure a permanent flow of quality food products, unsold or surplus, to the most needy. To carry out its activity, Linkee relies on the considerable support of more than 7,000 volunteers. Through its digital app, Linkee offers a simple, flexible and fast tool for the many citizens who wish to volunteer.

In addition, as students have been among those hardest hit by the consequences of COVID-19, Linkee has been organizing sustainable food package distributions for students since October 2020. Each student can pick up a 5 to 7kg package of organic or sustainable fruit and vegetables, dairy products and dry goods, as well as dishes cooked by Linkee's chefs or volunteers. Several times a week, the NGO distributes meals to students in 20 distribution points (cafés and student residences) in Paris and the Ile-de-France region. Since the launch of the aid programme, the association has carried out 250 distributions where 600,000 meals have been distributed to more than 15,000 students.



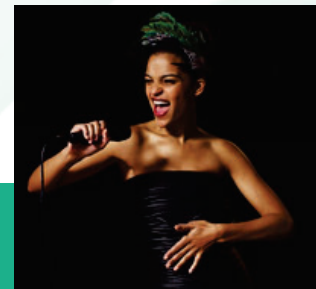
TSF Jazz



Vive le Jazz was created to promote young jazz musicians and to allow young people to have easier and cheaper access to jazz music. It organizes concerts, live events, conferences, and master classes around jazz.

As part of the association, the famous French jazz club “Duc des Lombards”, which has hosted many of the world’s top jazz musicians, has started organizing free jazz concerts on Monday or Tuesday evenings to promote young jazz musicians and attract a younger audience.

The Vive le Jazz association supports the club financially in these endeavors by paying for the musicians and their overheads.



Judaïsme en Mouvement



The iMGP Donations Fund has contributed to various programmes created by the Judaïsme En Mouvement foundation including The Rashbag Programme, which organizes tutoring for underprivileged children and support for children with a DYS disorder (such as dyslexia).

The association also manages the Stéphane Disability Fund, which supports individuals with disabilities. This initiative aims to promote autonomy in communication and building a social life.

The association offers participants the chance to break out of their isolation and make friends through informal outings or summer camps.

It targets children, teenagers and young adults with disabilities: cognitive delay, behavioral disorders, visually impaired and, whenever possible, motor disabilities. Participants come from all over the Ile-de-France region.



The HEBE Foundation



The Hebe Foundation works with young people (typically age 13-20) to enable them to discover and use their talents, while building the positive character needed to sustain these talents and help others. They create inspiring, educational and fun projects such as 'Junior Apprentice', 'Digital Disruptors', 'London's Next Top Role Model' and 'Urban Debators'.

These activities give young people the opportunity to gain transferrable skills that will benefit them across all areas of their lives and expose them to jobs and careers that they may not otherwise have access to or have considered a possibility.





serve
the
city.^{lu}

iM
Global
Partner

Serve the City

Serve the City organises events where volunteers can show kindness in practical ways to people in need, believing that many people doing small things together can make a big difference. In Luxembourg alone, Serve the City has 1300 registered volunteers.

Our donation to Serve the City helps to fund their ongoing work and activities and as a partner to the charity, members of our team will also volunteer time to support the charity in some specific activities



Go Live Theatre Projects

Seeing and participating in theatre exposes us to different perspectives and worlds beyond our own, touches our emotions, boosts confidence, unlocks creativity and teaches valuable skills.

Go Live Theatre Projects believes all children and young people should have the chance to experience these life-enhancing benefits, regardless of their background. But for many of them, physical, social and financial barriers stand in their way.

The charity's work is two-fold: by offering subsidised, supported trips to London West End theatre productions for families, schools and community groups and also by delivering educational workshops in schools and community settings across London.



UpFoundation



UpFoundation was created in 2018 and is devoted to the education of children and young people in Luxembourg.

This foundation brings together relevant stakeholders in the education process (including civil society, students, and the public administration) to support action and initiatives in the educational field and tackle any deficiencies in the system.

Striving for equal opportunity in education, they initiate and coordinate education projects and facilitate debates on education.

Some of their projects include: panel discussions on education, a van that travels across the country to promote education, a mentorship programme for vulnerable children, a podcast, blog, educational gardening projects and educational workshops.





The Felix Project



The Felix Project charity was created in memory of a boy named Felix who was the son of the Charity Founder Justin Byam Shaw. Felix, who passed away from meningitis in 2014, was very compassionate about those less fortunate than himself.

The London-based charity fights food waste and hunger. It collects surplus from suppliers and delivers the food to over 1000 organisations. It believes in a vision “where no one goes hungry and good food is never wasted” .

The Felix Project also supports schools and young people, colleges and youth clubs, as well as families and charity organisations within the local community.



Make-a-Wish

iM Global Partner has been partnering with Polen Capital to support the Make-a-Wish Southern Florida charity since 2017 and is also one of the main sponsors of the golf tournament that Polen organizes each year to support the charity.

In their nearly 40-year history, Make-a-Wish Southern Florida has granted more than 13,000 wishes. In a typical year, the charity grants more than 625 wishes to local children with critical illnesses.

Wishes not only transform the lives of children, they support their families, who are often strained to the limit by the stress of their children's illnesses.

A wish gives children the opportunity to look outside their illness - it restores a sense of childhood back to the child and normalcy back to the family.



Compass Family services

Compass provides low-income and homeless families with the tools they need to break the cycle of poverty.

Since 1908, Compass Family & Community Services has worked tirelessly to build strong children, families and communities. They help at-risk families become stably housed, emotionally and physically healthy, and economically self-sufficient.

This not-for-profit agency is committed to providing essential, seamless and comprehensive services to those they serve. They employ more than 300 full and part-time employees in 12 locations.

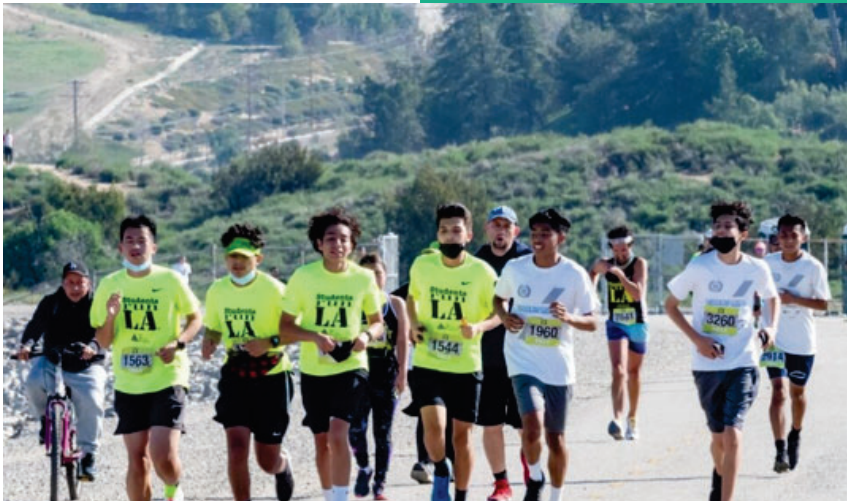


Students Run LA



The mission of Students Run LA is to challenge underserved secondary students to experience the benefits of goal-setting, character development, adult mentoring and improved health by providing them with a truly life-changing experience: the training for and completion of the Los Angeles Marathon.

Since 1989, more than 75,000 students have participated in SRLA. After completing the marathon students are more likely to make healthier food choices, exercise on a regular basis, graduate high school and go on to college.



Shelter Inc.

Shelter Inc. rebuilds lives one family at a time, by helping them re-establish a home, and assisting with the skills and resources needed to live the life they deserve.

Wrap-around services are essential components of long-lasting solutions. Affordability is only one factor that results in someone becoming homeless. Education, training, counselling and goal planning are vital to the success of regaining and maintaining a home.

Shelter's social workers are deeply committed to helping youth, families, and our community become stronger and more resilient.



Contact us

For more information, please contact your iM Global Partner representative, or reach us at: client_services@imgp.com

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