

EUROPEAN EQUITIES: WHAT DOESN'T CHANGE IN A VOLATILE WORLD?

COMGEST GROWTH EUROPE EX-UK COMPOUNDERS

16 JANUARY 2025



With you from Comgest today



Franz Weis
Portfolio Manager



Tom Culhane
Investor Relations Manager



Hannah Rosley
Investor Relations Manager



Introducing Comgest

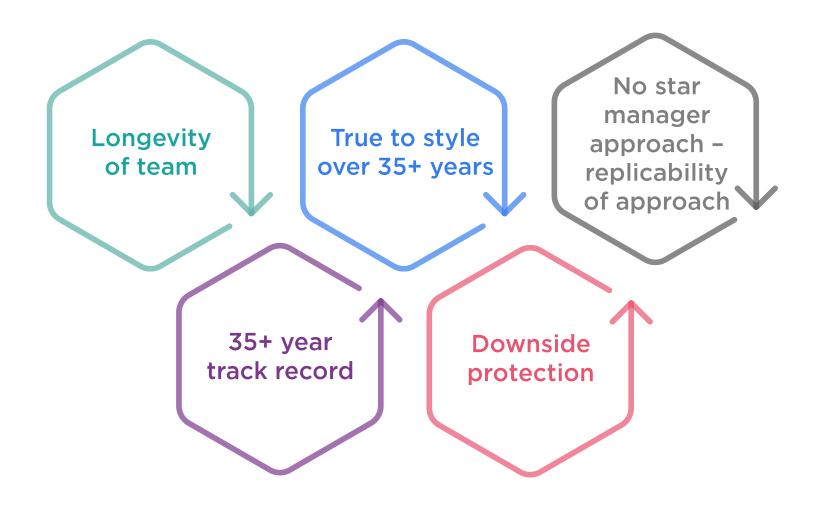


- Our Quality Growth approach
- Employee-owned* since creation in 1985
- Partnership culture with skin in the game
- Quality Growth equity manager focused on long-term, responsible investment
- Concentrated portfolios, unconstrained with high active share

*including company founders



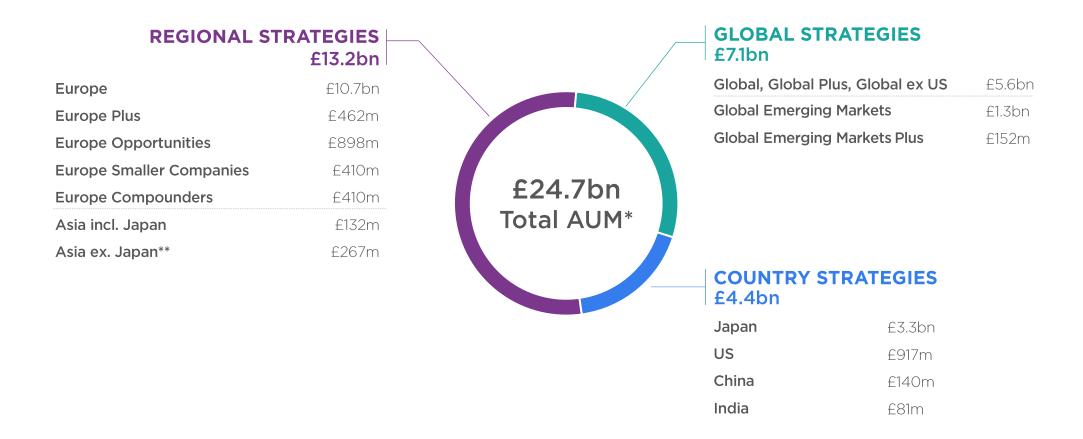
What is our competitive advantage?





Assets under management

One style via country, regional and global equity strategies



AUM breakdown by strategy as of 30-Sep-2024 in GBP. Due to rounding, figures may not add up to the totals shown. All AUM figures are unaudited.

* in USD: total AUM of \$33,1bn

^{**} includes Asia ex Japan and Asia Pacific ex Japan



Main risks

The following are the main risks relevant to the fund discussed in this presentation:

- Investing involves risk including possible loss of principal
- The value of all investments and the income derived therefrom can decrease as well as increase
- Changes in exchange rates can negatively impact both the value of your investment and the level of income received
- The portfolio invests in limited number of securities and may therefore entail higher risks than those which hold a very broad spread of investments
- A more detailed description of the risk factors that apply to the fund is set out in the prospectus

Investment philosopy

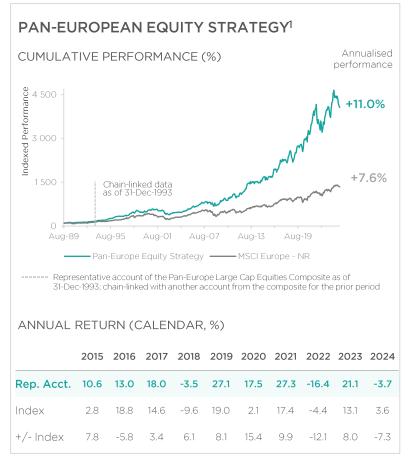
The objective of the Sub-Fund ("the Fund") is to increase the value of the Fund (capital appreciation) over the long term. The Fund intends to achieve this objective through investment in a portfolio of high-quality, long-term growth companies which typically are highly liquid and have long-established track records and resilient business models. The Fund will invest at least two-thirds of its assets in securities issued by companies that have their headquarters in, or principally carry out their activities in Europe or which are guaranteed by European governments.

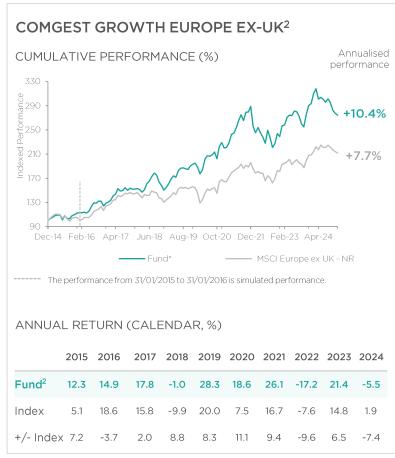
The Fund is actively managed. The index is provided for comparative purposes only.

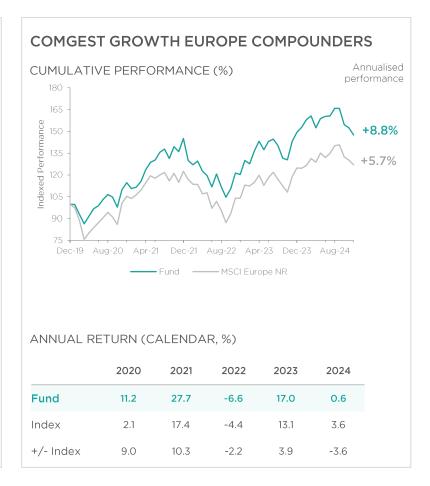
The Fund is aimed at investors with a long-term investment horizon (typically 5 years or more).



30+ years of Quality Growth investing in European equities







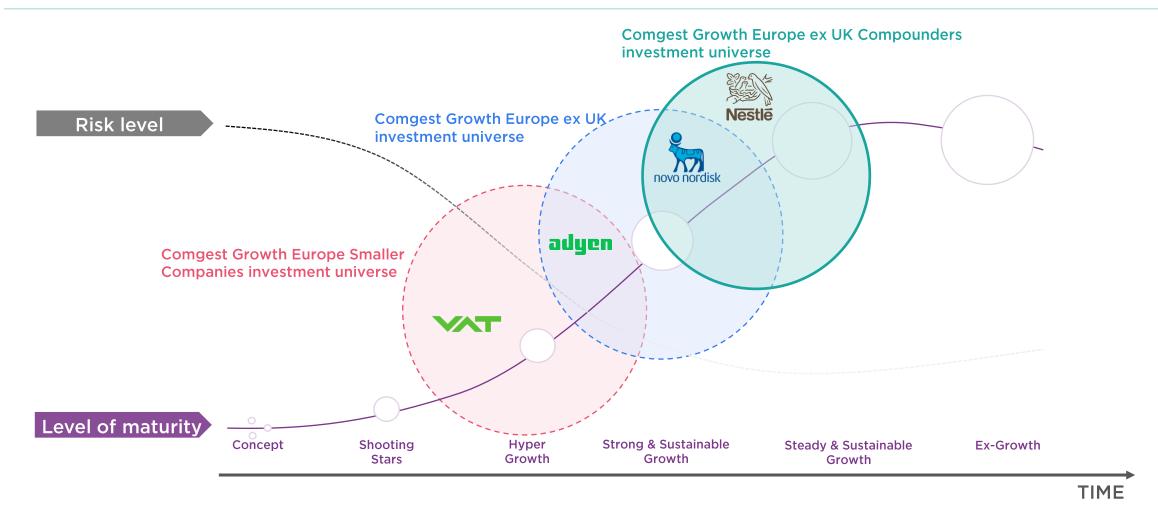
Past performance does not predict future returns.

Source: Factset, Comgest. Net performance data in GBP as of 31-Dec-2024. (1) The data for Comgest Pan-Europe Equity Strategy represents two separate accounts that are chain-linked as of 31-Dec-1993. Data from 31-Dec-1993 to 31-Dec-2024 is from the representative account of the Pan-Europe Large Cap Equities Composite. Data prior to 31-Dec-1993 is from an account within the composite which had a substantially similar investment strategy and investment decision-making process and was managed since 1989 by the same investment management team. Please refer to the Important Information section for more details on the representative accounts, selection methodology and where to receive the GIPS compliant presentation of the Composite. (2) The performance from 29/02/2016 to date is the performance of the GBP SU Acc share class. The performance from 31/01/2015 to 31/01/2016 is simulated performance. The simulated performance is obtained by retreating the realised and unrealised P&L of the GBP SU H Acc share class (a hedged share class in existence as of 18/12/2014) to exclude the hedging effect. The GBP SU H Acc share class share the same investment objective other than the currency hedging which is applicable to the GBP SU H Acc class only. Reference to the index is for comparative purposes only and is not intended to indicate that the strategy will contain the same investments as the benchmark. Performance figures are calculated net of investment management fees, administrative fees and all other fees with the exception of sales charges. If taken into account, sales charges would have a negative impact on performance.



Comgest's European equity product range

Not all growth is created equal



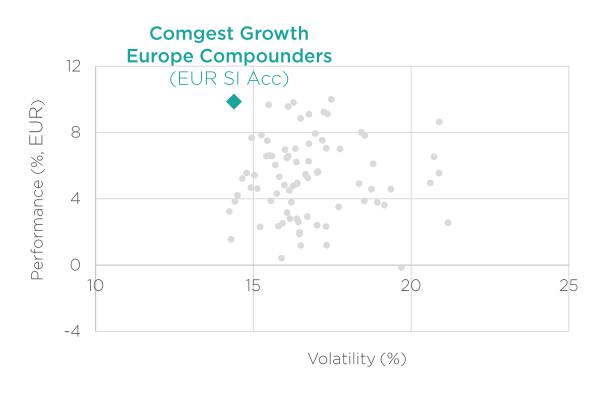
The size of the bubbles corresponds to the size of the companies. For illustrative purposes only. Investing involves risk including possible loss of principal. The value of all investments and the income derived therefrom can decrease as well as increase. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities.



Comgest Growth Europe Compounders EUR SI Acc

Risk-adjusted return profile

5 YEAR PERFORMANCE / VOLATILITY - MORNINGSTAR UNIVERSE*



5 Year risk-adjusted return profile				
Sharpe Ratio Rank vs Peers**	1/79			
Sharpe Ratio	0.59			
5 Year annualised return				
Net Return	9.9% p.a.			

Past performance does not predict future returns.

Source: Morningstar, Comgest. Net performance data of Comgest Growth Europe Compounders EUR SI Acc expressed in EUR as of 31-Dec-2024. *Morningstar categories: EAA OE Europe Large-Cap Growth Equity (which is the Comgest Growth Europe Compounders fund's Morningstar category). **Sharpe ratio is the ranking of the metric annual return divided by annual volatility; The price of shares can go down as well as up,



Europe Equity Strategy investment team

An experienced and stable team

EUROPEAN GENERALISTS



WILLIAM BOHN Analyst/PM (6/5)



DENIS CALLIONI Analyst / PM (14/9)



EVA FORNADI Analyst / PM (19/18)



JAMES HANFORD Analyst / PM (14/5)



MEHDI HUET Analyst (5/1)



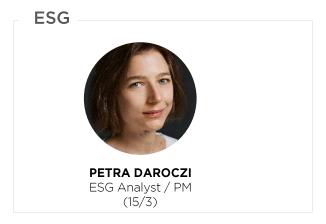
PIERRE LAMELIN Analyst / PM (20/12)



CONNOR MIDDLETON
Analyst
(6/1)



FRANZ WEIS
PM / CIO
(34/19)





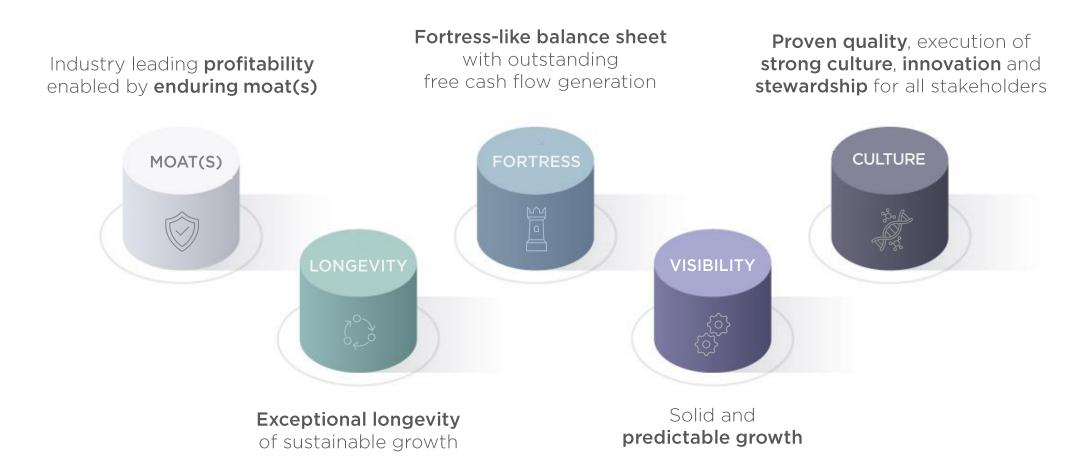
CO-LEAD PORTFOLIO MANAGERS OF THE EUROPE EX UK COMPOUNDERS FUND WITH AN AVERAGE INDUSTRY EXPERIENCE OF 20 YEARS

Updated as of 1-Jan-2025. Years of experience: (Industry/Comgest)



Comgest Growth Europe ex UK Compounders Pillars

Our search for 'Quality' is about visibility, stability, anti-fragility





Air Liquide

Air Liquide

High-quality business with secular and resilient growth prospects



A CENTURY-OLD RECIPE FOR SUCCESS

- High barriers to entry
- Network density
- Resilient business model
- Pricing power
- Proven capital allocation framework

SECULAR GROWTH OPPORTUNITIES

- Electronics
- Healthcare
- Clean energy

Sources: Air Liquide company website; Comgest. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities.



Air Liquide

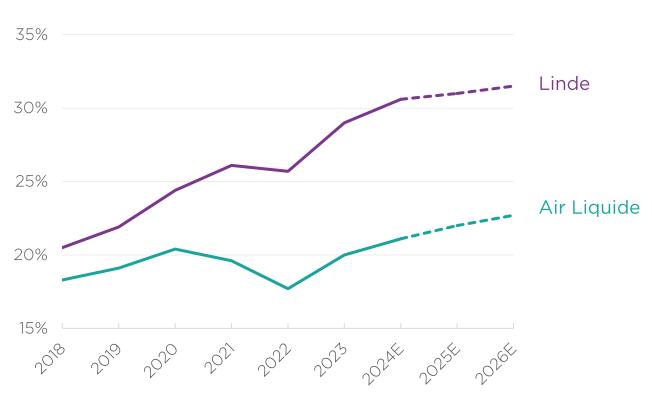
Narrowing the EBIT margin gap with Linde?



PERFORMANCE DRIVERS



GASES' ADJUSTED EBIT MARGIN



INCREASED GUIDANCE IN THE MIDDLE OF THEIR STRATEGIC PLAN

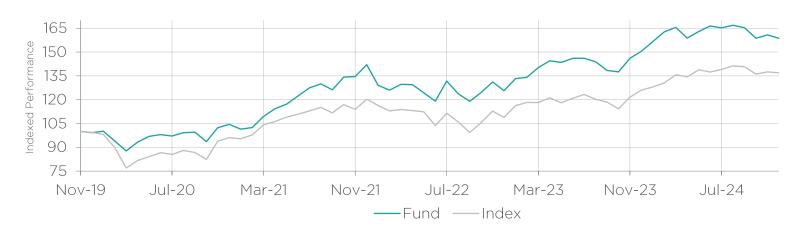
Sources: Comgest / Factset. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities.



Comgest Growth Europe Compounders EUR SI ACC

Performance (net)

CUMULATIVE PERFORMANCE SINCE INCEPTION (%)





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ROLLING PERFORMANCE (%)

			Annualised				
	1 Month	QTD	YTD	1 Year	3 Years	5 Years	Inception 23/12/2019
Fund	-1.3	-4.1	5.4	5.4	3.7	9.8	9.6
Index	-0.5	-2.7	8.6	8.6	4.4	6.6	6.4

Past performance does not predict future returns.

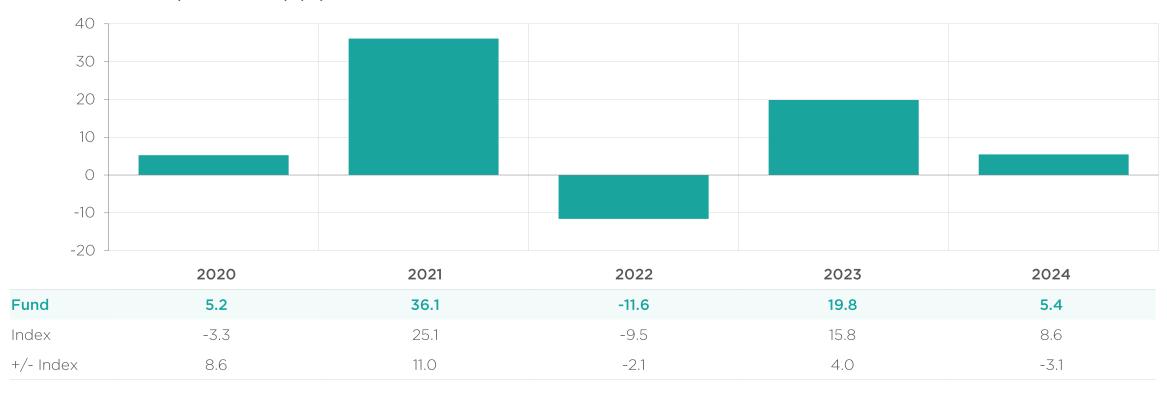
Source: Comgest / FactSet financial data and analytics, unless otherwise stated. Data as of 31-Dec-2024 expressed in EUR. Index: MSCI Europe - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index. Performance figures are calculated net of investment management fees, administrative fees and all other fees.



Comgest Growth Europe Compounders EUR SI ACC

Performance (net)

ANNUAL RETURN (CALENDAR) (%)



Past performance does not predict future returns.

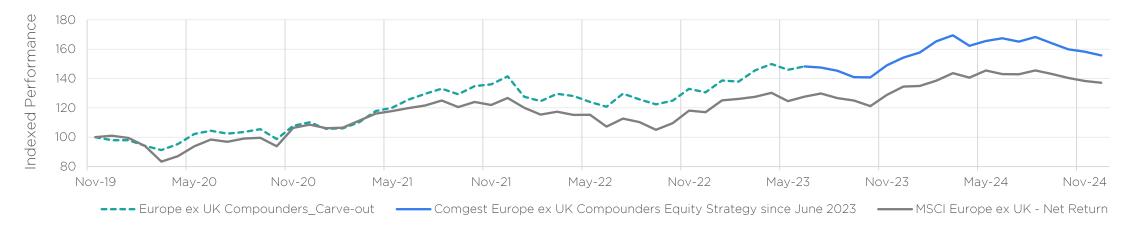
Source: Comgest / FactSet financial data and analytics, unless otherwise stated. Data as of 31-Dec-2024 expressed in EUR. Index: MSCI Europe - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index. Performance figures are calculated net of investment management fees, administrative fees and all other fees.



Europe ex UK Compounders - Carve-out*

Hypothetical performance (net)

CUMULATIVE PERFORMANCE SINCE INCEPTION (%)



ROLLING PERFORMANCE (%)

• • • • • • • • • • • • • • • • • • • •							
	1 Month	QTD	YTD	1 Year	3 Years	5 years	Carve-out's Inception 23/12/2019
Europe ex-UK Compounders Equity Strategy - Rep. Acct.**	-1.6	-5.2	0.5	0.5	-		-
Europe ex-UK Compounders - Carve-out*	-	-	-	-	3.0	9.5	9.1
MSCI Europe ex-UK - NR	-0.9	-4.2	1.9	1.9	2.6	6.3	5.8

Past hypothetical performance and/or past performance do not predict future returns.

Source: Factset /Comgest, data expressed in GBP as of 31-Dec-2024. *The performance results included in this presentation are hypothetical returns which have been compiled by Comgest derived from the holdings of the Comgest Growth Europe Compounders Fund excluding UK stocks. **The performance results shown are actual results of the representative account of the Europe ex-UK Compounders Equities Composite, managed in accordance with the Composite since inception of the Composite 08-Jun-2023. The results are not indicative of the future performance of the representative account or other accounts. Please refer to the important information section for more details on the representative account, its selection methodology and where to receive the GIPS compliant presentation of the composite. No representation is being made that any account will or is likely to achieve profits or losses similar to those shown. Refer to the Important Information section for more detail on the risks of presenting hypothetical returns. Index: MSCI Europe ex-UK - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index. The calculation of performance data is based on the net asset value (NAV) to which we applied a fee of 0.45%. It does not include any sales charges.



Annualised

Europe ex UK Compounders - Carve-out*

Hypothetical performance (net)

ANNUAL RETURN (CALENDAR) (%)

	2020	2021	2022	2023	2024	_
Europe ex-UK Compounders - Carve-out*	12.5	28.4	-7.7	17.8	0.5	
MSCI Europe ex-UK	7.5	16.7	-7.6	14.8	1.9	
+/- MSCI Europe ex-UK	5.0	11.6	-0.1	3.0	-1.4	

Past hypothetical performance and/or past performance do not predict future returns.

Source: Factset /Comgest, data expressed in GBP as of 31-Dec-2024. *The performance results included in this presentation are hypothetical returns which have been compiled by Comgest derived from the holdings of the Comgest Growth Europe Compounders Fund excluding UK stocks. The results are not indicative of the future performance of the representative account or other accounts. No representation is being made that any account will or is likely to achieve profits or losses similar to those shown. Refer to the Important Information section for more detail on the risks of presenting hypothetical returns, Index: MSCI Europe ex-UK - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index. The calculation of performance data is based on the net asset value (NAV) to which we applied a fee of 0.45%. It does not include any sales charges would have a negative impact on performance.



Comgest Growth Europe Compounders EUR SI ACC

Performance (net)

BULL MARKET PERFORMANCE

(ANNUALISED SINCE INCEPTION, %)



Number of quarters of bull markets: 14

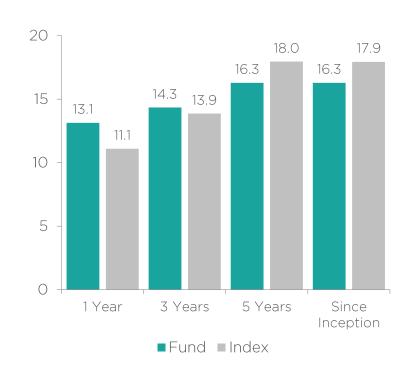
BEAR MARKET PERFORMANCE

(ANNUALISED SINCE INCEPTION, %)



Number of quarters of bear markets: 6

VOLATILITY (ANNUALISED SINCE INCEPTION, %)



Past performance does not predict future returns.

Source: Comgest / FactSet financial data and analytics, unless otherwise stated. Data as of 31-Dec-2024 expressed in EUR. Volatility is calculated on a weekly basis.

Index: MSCI Europe - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index. Performance figures are calculated net of investment management fees, administrative fees and all other fees.



Portfolio characteristics



Comgest Growth Europe ex UK Compounders fund overview

Long duration quality growth

- High-conviction, low-turnover portfolio that aims to deliver above-average returns at below-average risk
- Focus on the visibility, consistency and longevity of growth rather than the absolute rate
- High ROE, strong self-financing capability and sustainable long-term profit margins
- Strong ESG credentials to sustain growth and lower risk profile over the long term

	Comgest Growth Europe ex-UK Compounders typical characteristics
Investment approach	Sustainable high-quality growth
Time horizon	5-10+ years
EPS growth rate targeted	High single digit +
Cyclicality	Very low
Number of holdings	20-30
Active share	High
Portfolio turnover	Very low, 10%-20%
Position size	1%-8%
ESG / Engagement	Fully integrated in process
Average market capitalisation (€bn)	133

Source: Comgest, as of 31-Dec-2024. The above estimated figures are indicative only and are not guaranteed in any way.



Portfolio data

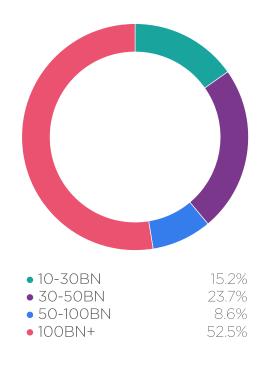
PORTFOLIO PROFILE

	Fund	Index
Number of holdings	24	336
Active share	73.9%	-
Weight of top 10 stocks	53.4%	25.1%
Average weighted market cap (EUR m)	133,138	100,852

TOP 5 HOLDINGS

Security name	Country	Sector	Weight (%)
EssilorLuxottica	France	Health Care	6.5
ASML Holding	Netherlands	Information Technology	6.4
Novo Nordisk B	Denmark	Health Care	6.1
Wolters Kluwer	Netherlands	Industrials	5.4
Alcon	Switzerland	Health Care	5.3

MARKET CAP. BREAKDOWN (EUR)



Source: Comgest / FactSet financial data and analytics, unless otherwise stated. Data as of 31-Dec-2024. Due to rounding difference, figures may not add up to 100%. Index: MSCI Europe ex UK - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index.

The above equity exposures are provided for information only, are subject to change and are not a recommendation to buy or sell the securities. Holdings exclude cash and cash equivalents.



Portfolio data

PORTFOLIO STATISTICS

EPS 5Ye ¹	+11% p.a.
ROE NTM	18.5%
Index	13.7%
Operating Margin NTM	22.2%
Index	15.8%
Dividend yield NTM	2.0%
Index	3.5%
FCF Margin NTM	15%
Index	7.0%
Global Leaders	80%
Average company founded	>100 years ago

WE DARE TO BE DIFFERENT

Number of holdings	24
Active Share	73.9%
Average holding period, in years	> 5

VALUATION

Absolute P/E NTM	24.9x
PEG ratio ²	2.3×

Past performance does not predict future returns.

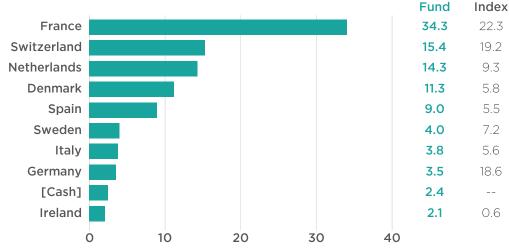
Index: MSCI Europe ex-UK

Source: Factset /Comgest, data as of 31-Dec-2024. (1) EPS 5Ye is Comgest estimates. (2) PEG ratio = P/E NTM / Estimated long term growth. The index is used for comparative purposes only and the Fund does not seek to replicate the index. The consolidation of EPS at the portfolio level is derived, at each point in time, from the average quantity held of any stock in the portfolio. EPS consensus estimates may not be in line with Comgest's own internal estimations and investors should be aware that these figures are provided for information purposes only. Comgest does not take any responsibility for discrepancies which may occur between estimated forward figures and actual market data published over the coming months.



Portfolio composition as a result of our stock picking

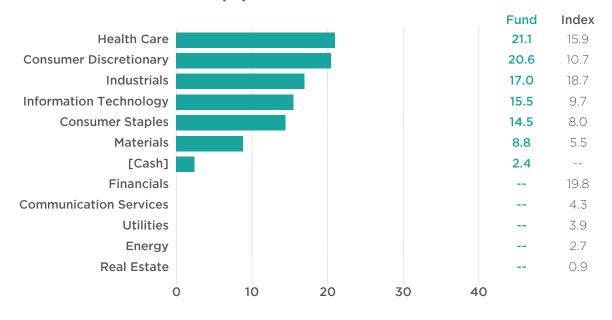
COUNTRY BREAKDOWN (%)



Based on MSCI country classification, the index has additional exposure to the following countries (index weight): Belgium (2.0) Portugal (0.3)

Finland (2.0) Norway (1.2) Austria (0.4)

SECTOR BREAKDOWN (%)



Source: Comgest / FactSet financial data and analytics, unless otherwise stated. Data as of 31-Dec-2024. Due to rounding difference, figures may not add up to 100%. Index: MSCI Europe ex UK - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index. Breakdowns based on Comgest data, GICS sector and MSCI country classifications.

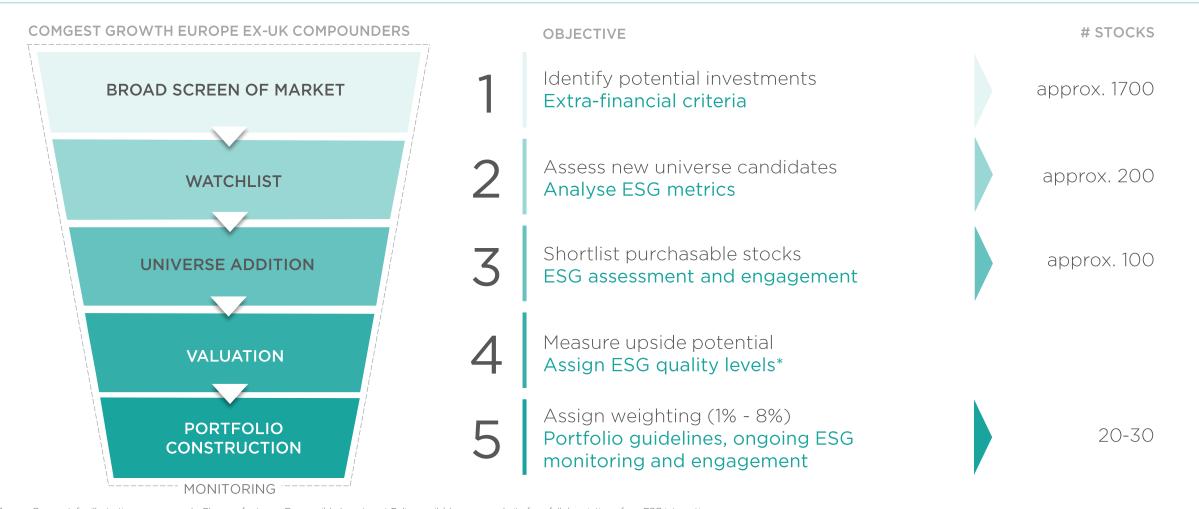


Philosophy & process



Comgest investment process

Highly selective with integrated ESG



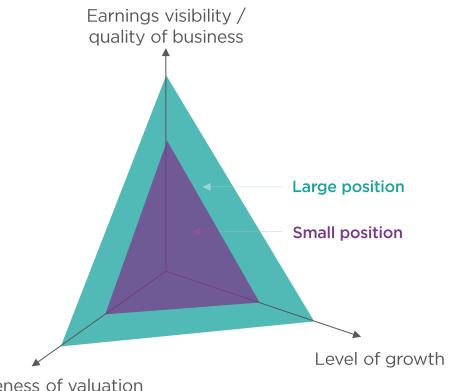
Source: Comgest, for illustrative purposes only. Please refer to our Responsible Investment Policy available on our website for a full description of our ESG integration process.
*ESG Quality Levels are assigned following the ESG analysts in-depth review which takes place when a security enters a portfolio. While ESG quality levels cover a large majority of Comgest's assets under management, a Quality Level may not be assigned for all investments, depending on the strategy..



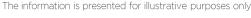
Portfolio construction

Unconstrained, concentrated approach, selecting 20-30 companies

- Decisions implemented by lead PMs, based on team discussions
- Position sizes:
 - average 3%, range 1%-8%
 - may also take into account impact on fund liquidity and share ownership ratios
 - sell/trim on change in business case, valuation, material ESG issues, or identification of a better alternative
- ESG profile impacts valuation and conviction: embedded in earnings visibility assessment and growth estimates



Attractiveness of valuation



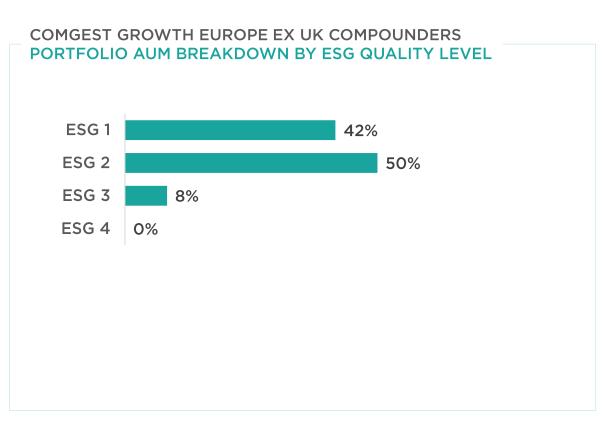


Valuation integrates ESG assessment

Conservative proprietary 5-year earnings & dividend discount model

- Terminal P/E multiple at 5-year mark, discounted back to present value to determine potential upside
- Discount rate directly impacted by our proprietary ESG assessment:





Source: Comgest, for illustrative purposes only. ESG Quality Level breakdown as of 30-Sep-2024.

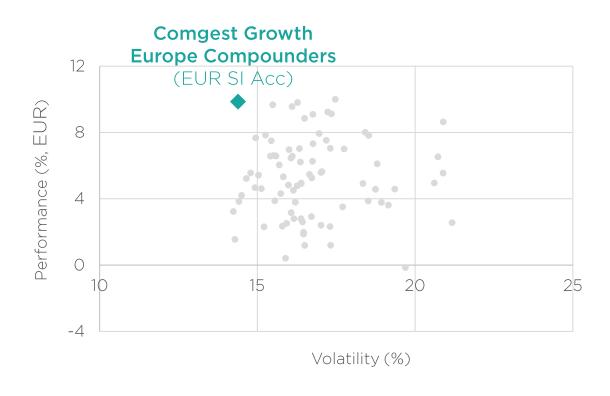
Please refer to our Responsible Investment Policy available on our website for a full description of our ESG integration process. The portfolio may include investments for which an ESG quality level has not yet been assigned. The ESG quality levels assigned may be subject to change at any time.



Comgest Growth Europe Compounders EUR SI Acc

Risk-adjusted return profile

5 YEAR PERFORMANCE / VOLATILITY - MORNINGSTAR UNIVERSE*



5 Year risk-adjusted return profile			
Sharpe Ratio Rank vs Peers**	1/79		
Sharpe Ratio	0.59		
5 Year annualised return			
Net Return	9.9% p.a.		

Past performance does not predict future returns.

Source: Morningstar, Comgest. Net performance data of Comgest Growth Europe Compounders EUR SI Acc expressed in EUR as of 31-Dec-2024. *Morningstar categories: EAA OE Europe Large-Cap Growth Equity (which is the Comgest Growth Europe Compounders fund's Morningstar category). **Sharpe ratio is the ranking of the metric annual return divided by annual volatility; The price of shares can go down as well as up,



Appendix

Additionnal background and product information

Fund	Share Name	ISIN	IM Fee	OCF
Comgest Growth Europe Ex UK Compounders	GBP SEA Acc	IE000YJB4ZN9	0.35	0.45



Our selection criteria

BUSINESS MODEL

- Transparency
- Recurring revenues
- Pricing power
- Client / supplier concentration

FINANCIAL CRITERIA

- Proven ability to generate strong increase in earnings (EPS + dividends)
- Return on equity
- Strong cash flow generation
- Return on capital employed above the cost of capital
- Sound balance sheet, low gearing
- Above-average profit margins vs. peers

ORGANIC GROWTH

- Geographic expansion
- Product expansion
- Growing market
- Innovation



BARRIERS TO ENTRY

- Brand / franchise
- Patents
- Durable know-how
- Switching cost
- Customer loyalty
- Scale

SUSTAINABILITY

- People & culture
- Environment
- Social utility
- Political / regulatory risk

MANAGEMENT

- Industrial vision
- Integrity
- Communication
- Corporate governance



2024: main changes to the portfolio

BOUGHT

- NOVONESIS



SOLD

- LONZA
- METTLER TOLEDO

INCREASED

- DASSAULT SYSTÈMES
- L'ORÉAL
- SCHNEIDER ELECTRIC
- AMADEUS



REDUCED

- ACCENTURE
- LINDE
- ESSILORLUXOTTICA



Source: Comgest / Data updated to 31-Dec-2024. Data on positions held are provided for information purposes only, are subject to change and constitute neither a recommendation to buy nor a recommendation to sell the securities displayed.



Europe Ex UK Compounders Equity Strategy

Portfolio contribution analysis

TOP AND BOTTOM 5 CONTRIBUTORS (%) 2024

	Contribution		Total return	Average weight
EssilorLuxottica		1.4	26.3	6.1
SAP		1.3	63.7	2.9
Industria de Diseno Textil		0.9	23.3	4.6
Wolters Kluwer		0.9	20.7	4.8
Ferrari		0.7	29.8	3.4
Novo Nordisk	-0.8		-13.8	8.0
Heineken	-0.9		-27.3	2.9
Dassault Systèmes	-0.9		-27.3	2.9
Pernod Ricard	-1.1		-32.2	2.9
Nestlé	-1.5		-25.1	5.5

Source: Comgest / FactSet financial data and analytics, unless otherwise stated. Data as of 31-Dec-2024 expressed in GBP.

The representative account is managed in accordance with the Europe Ex UK Compounders Equities Composite since the Composite's inception. Please refer to the important information section for more details on the representative account, its selection methodology and where to receive the GIPS compliant presentation of the composite.

Past performance does not predict future returns. Comgest runs a buy-and-hold contribution system which performs holdings-based analysis using the beginning of period weights of securities and their returns to calculate contributions. Returns are therefore not derived from the actual portfolio return and may not reconcile with the calculation of performance which is based on the net asset value (NAV). Total Return is calculated taking into account a stock's entry or exit date over the period, if relevant. Average weight is calculated over the entire period and not only in accordance with a stock's presence in the portfolio.

The above equity exposures are provided for information only, are subject to change and are not a recommendation to buy or sell the securities.



Other companies in stable industries have delivered excellent returns over the last 20 years



Past performance does not predict future returns.

Source: Factset. Data as of 31-Dec-2024. The price of shares can go down as well as up. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities. The securities discussed herein may not be held in the portfolio at the time you receive this presentation.



Selling dream cars for €2M





Source: Ferrari website. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities.



Visible growth thanks to loyal customers



"

We sold approximately 74% of our new cars to existing Ferrari clients and 40% to clients being current owners of more than one Ferrari, which reinforces the demand for our cars and the image of luxury and exclusivity inherent in our brand

Ferrari 2023 Annual Report



The vitality of our business is once again confirmed by the order book on current models, which remain strong across all geographies and covers the entire 2025

CEO Benedetto Vigna



Limited edition vehicles should boost Ferrari's average sales price





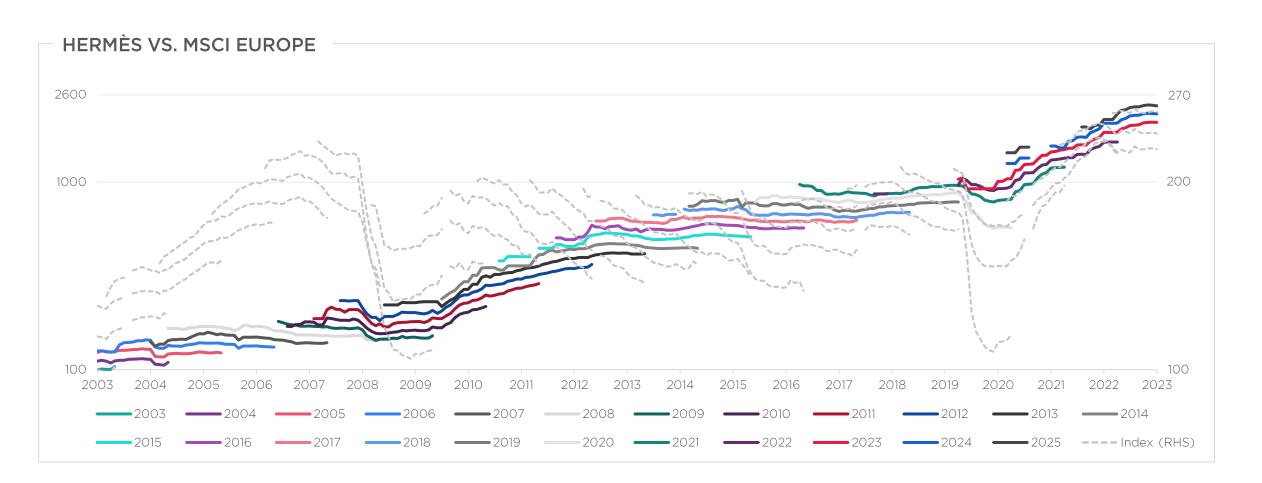
Source: report "Ferrari 1Q24 - post earnings call. Where's the fire?" by Bernstein analysis and estimates as of 08-May-2024 based on Ferrari data. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities. All opinions and estimates constitute our judgment as of the date of this material and are subject to change without notice. Any forecast, projection or target where provided is indicative only and is not guaranteed in any way.



Earnings visibility in an uncertain world



Evolution of earnings estimates by year



Past performance does not predict future returns.

Sources: Comgest/Factset, data expressed in EUR as of 31-Oct-2023. Index: MSCI Europe - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index.

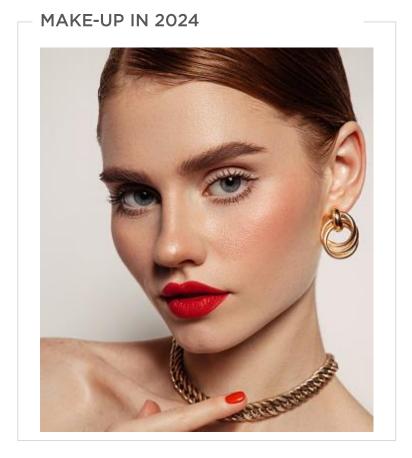
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Make-up: From ancient Egypt... to Elizabethan England... to today







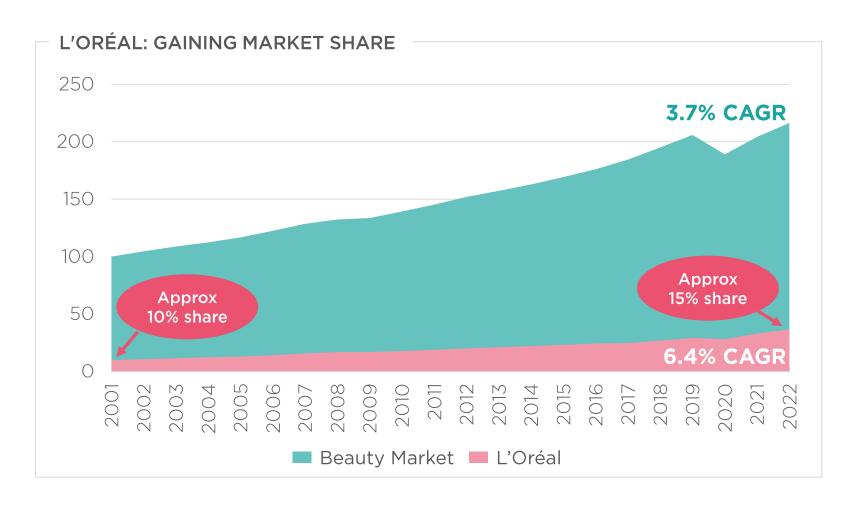
Sources: Left and right: Nefertiti and a lady from nowadays generated by Bing Copilot A.I.. Middle: Queen Elizabeth by bas uterwijk generated by A.I.



L'Oréal: Winning in a fragmented and structural growth market



Beauty is a universal quest; beauty is a timeless value





Source: L'Oréal, data as of 31-Dec-2022.

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Geberit: Turning 150 this year



CASPAR GEBERT WITH SONS ALBERT AND LEO IN 1876



THE GEBERT FACTORY IN 1909



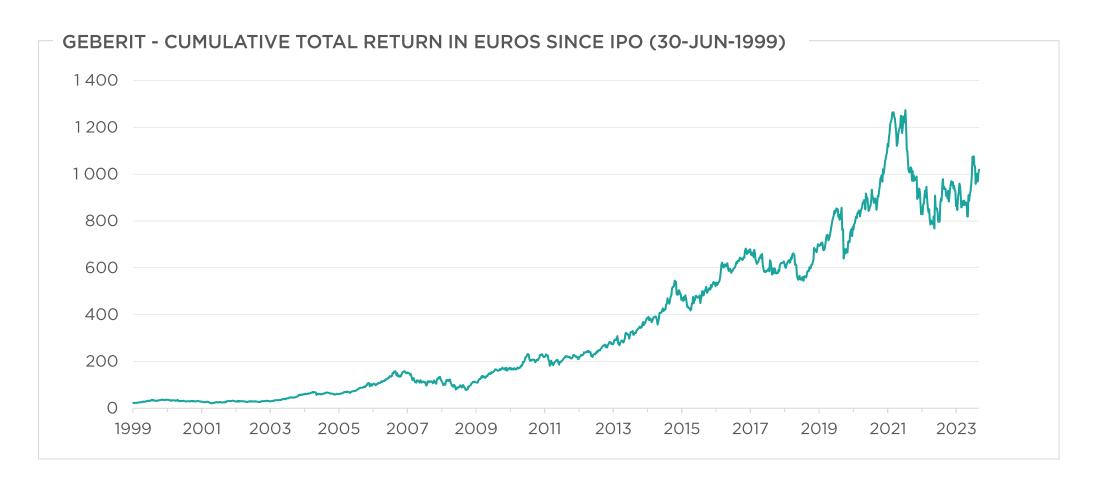
Source: Geberit company website/Comgest.

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Geberit: 17% annual TSR and 14% EPS CAGR since IPO in 1999





Past performance does not predict future returns.

Source: Factset. Data as of 23-Feb-2024. The price of shares can go down as well as up. The securities discussed above are provided for information only, are subject to change and are not a recommendation to buy or sell the securities. The securities discussed herein may not be held in the portfolio at the time you receive this presentation.



Appendix

Responsible investment



Dedicated ESG resources

An experienced team with ESG expertise

HEAD OF SUSTAINABLE INVESTMENT



CATRIONA MARSHALL
Head of Sustainable
Investment
(13/<1)

RESPONSIBLE INVESTMENT

DEDICATED ESG ANALYSTS WITHIN THE INVESTMENT TEAM



PETRA DAROCZI ESG Analyst / PM Europe (15/3)



VIVA JIANG ESG Analyst Asia ex Japan, GEM (8/2)



LIUDMILA STRAKONDONSKAYA ESG Analyst USA (7/<1)



ERIC VORAVONG
ESG Analyst
Japan
(35/7)



XING XU ESG Analyst / PM Asia ex Japan, GEM (7/4)

RESPONSIBLE DEVELOPMENT

ESG STRATEGY, POLICIES, COMMUNICATION & COLLABORATIVE ENGAGEMENTS



MARIE GAUTHIER ESG Specialist (11/2)



YEMARESHET GEMEDA ESG Specialist (15/6)



YINGNA MA ESG Specialist (6/2)



EVAN GRACE FRENKEL
ESG Content Writer
(5/<1)

AVERAGE INDUSTRY EXPERIENCE OF 13 YEARS

Updated as of 01-Jan-2025. Years of experience: (Industry/Comgest).



Integration

Proprietary ESG research

- ESG Analysts perform fundamental company research together with the lead investment analyst for each company to prepare and update our proprietary ESG Assessments which result in the assigning of an ESG Quality Level ranging from 1-4
- Comgest conducts proprietary ESG assessments as we value fundamental analysis and the results between various external data providers can vary in completeness and accuracy of data
- Comgest maintains a proprietary, comprehensive ESG Dashboard to collate ESG metrics at stock and portfolio level
- The team has access to multiple ESG data providers and will use other data sources (brokers, NGO reports, academic studies, public documents, etc).











Bloomberg







Integration

Group-wide exclusions

WEAPONS Revenue threshold Conventional Production and/or distribution 10% Controversial Anti-personnel mines Cluster munitions Biological/chemical weapons Depleted uranium 0% • Incendiary weapons/non-detectable fragments/blinding lasers Nuclear weapons (Nuclear missile/warhead manufacturing; manufacturing/modifying components for exclusive use in nuclear weapons)

COAL EXIT POLICY

• Electricity producers with an energy mix exposed to coal

(A 2030 phase-out date for DM & 2040 for EM)

Production or revenue threshold

10%
Installed capacity
threshold

5 GW

Revenue threshold

Thermal coal mines

0%

CONTROVERSIAL JURISDICTIONS*

Revenue threshold

Any investment in high-risk jurisdictions

0%

TOBACCO

Revenue threshold

Producer

0%

Distributor, retailer or supplier

5%

NORM-BASED EXCLUSIONS

 Severe violations to global norms (UNGC, OECD, ILO, and UNGP) without prospect for improvement

CASE BY CASE (other considerations)

- Comgest may implement client-specific exclusions upon request
- Companies with poor ESG performance are not natural candidates for our investment universe

An exclusion list is updated on a quarterly basis and restricted securities are blocked in our systems.

^{*} As defined in Comgest's Responsible Investment Policy, available on comgest.com, which details further information on the operation of our Exclusion Policies

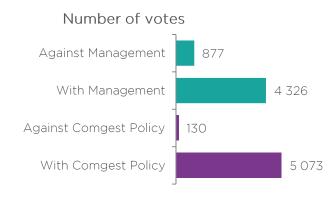


Active Ownership

IN-HOUSE VOTING POLICY

- Comgest has designed its own responsible voting principles region by region
- Portfolio managers and analysts remain fully responsible for voting decisions
- Voting decisions are publicly available on our website
- Voting statistics are disclosed in an annual voting report

RECENT VOTING ACTIVITY



- 99%* of meetings have been voted in 2023
- We cast votes against management in approximately 17% of voting items
- We cast votes on 134 shareholder proposals

PROXY VOTING

- Use of Institutional Shareholder Services (ISS) allows us to vote through an online platform for shareholder meetings
- Our proxy voting records and voting policy (accessible via ISS Vote Disclosure Services) are available on our website.



*The remaining 1% was not voted due to technical issues or to avoid conflicts of interest



Partnership

Responsible investment activities

EXAMPLES OF PARTICIPATION IN INTERNATIONAL & LOCAL INITIATIVES

Environmental

- Net Zero Asset Managers Initiative (NZAMI): Signatory since 2022
- CDP: Supporter since 2012
- Climate Action 100+: Signatory since 2017
- Task Force for Climate-related Financial Disclosures (TCFD): Signatory since 2017
- Farm Animal Investment Risk & Return (FAIRR) Initiative: Member since 2020
- Nature Action 100: member since 2023
- Institutional Investors Group on Climate Change (IIGCC): member since 2023
- Investor Initiative on Hazardous Chemicals (IIHC): member since 2022
- Partnership for Biodiversity Accounting Financials (PBAF): partner since 2023

Social

- 30% Club France Investors Group: Member since 2022
- Investor Alliance for Human Rights: Signatory since 2022
- PRI Advance Platform: endorsed since 2022

Governance

• Corporate Governance Committee of AFG (French Asset Management Association): Member since 2013

Broad RI initiatives

- PRI: Signatory since 2010
- RI Plenary of AFG (French Asset Management Association): Member since 2013
- UK Stewardship Code signatory, supporter of U.S. and Japan Stewardship Codes: 2022, 2017, 2014





























Important information



Important information (1/3)

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