

**COMGEST ATTRIBUTES**

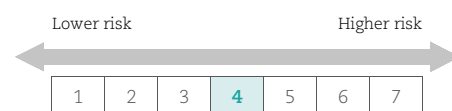
- Quality Growth philosophy
- Focus on long-term EPS growth
- Team-based approach
- Broad partnership structure

**INVESTMENT POLICY**

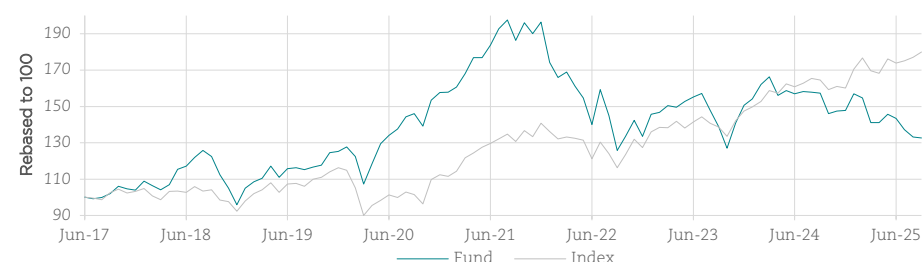
The objective of the Sub-Fund ("the Fund") is to increase the value of the Fund (capital appreciation) over the long term. The Fund intends to achieve this objective through investment in a portfolio of "Opportunities" companies, headquartered or carrying out their predominant activity in Europe, which seek to deliver above-average quality earnings growth and are attractively valued. Such companies may have shorter track records and earnings than more established growth companies and may have a higher risk profile.

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).

**RISK PROFILE**

The indicator represents the risk profile presented in the PRIIPs Key Information Document. The indicator assumes you keep the product for 5 years otherwise the actual risk can vary significantly.

**CUMULATIVE PAST PERFORMANCE (REBASED TO 100)****ROLLING PERFORMANCE (%)**

	Annualised							Since Incep.
	1 Month	QTD	YTD	1 Year	3 Years	5 Years	10 Years	
Fund	-0.5	-7.5	-10.2	-15.6	1.8	-1.9	--	3.5
Index	1.6	3.5	12.4	9.3	15.7	12.1	--	7.4
Fund Volatility	--	--	--	16.2	18.3	19.3	--	19.9
Index Volatility	--	--	--	13.8	12.8	14.0	--	16.0

**CALENDAR YEAR PAST PERFORMANCE (%)**

	2018	2019	2020	2021	2022	2023	2024
Fund	-7.7	30.6	25.9	24.6	-32.0	12.9	-1.9
Index	-10.6	26.0	-3.3	25.1	-9.5	15.8	8.6

**ANNUAL PERFORMANCE (%) AS AT QUARTER END**

	3Q17	3Q18	3Q19	3Q20	3Q21	3Q22	3Q23	3Q24	3Q25
	-3Q18	-3Q19	-3Q20	-3Q21	-3Q22	-3Q23	-3Q24	-3Q25	
Fund	20.1	-4.7	25.2	27.6	-32.6	10.5	13.2	-15.6	
Index	1.5	5.7	-7.8	28.8	-11.0	19.2	18.8	9.3	

Performance data expressed in EUR. Returns may increase or decrease as a result of exchange rate fluctuations. Index: MSCI Europe - Net Return. The index is used for comparative purposes only and the Fund does not seek to replicate the index.

**Past performance does not predict future returns.**

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.

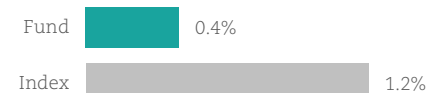
The cumulative graph and "Since Inception" data may refer to the last relaunch date of the share class which may differ from its actual inception date. Calendar year past performance is only shown for years for which a full calendar year of past performance is available.

**SFDR CLASSIFICATION: Article 8**

The Fund promotes environmental and/or social characteristics.

**CARBON FOOTPRINT<sup>1</sup>**

Source: MSCI as at 30/06/2025, tCO<sub>2</sub>e per EUR m invested.

**ENVIRONMENTAL FOOTPRINT<sup>1</sup>**

Source: Trucost as at 30/06/2025, estimation of the environmental costs per EUR m invested.

**30 September 2025**

## FUND COMMENTARY

After a very weak start to the quarter, quality growth stocks recovered somewhat towards the end. Much of the earlier pressure came from P/E multiple contraction, driven by a volatile AI market narrative, a weaker USD and concerns over the US trade policy. These factors, together with stock selection in IT and financials, weighed on the portfolio's performance. While a softer dollar dented reported H1 earnings, the portfolio's organic revenue growth remained robust, consistent with its long-term trend.

Sector leadership shifted as well. Healthcare, a traditional home for quality growth, outperformed in August, followed by information technology in September, when Nvidia's investment in Intel sparked a rally across semiconductors. The recovery of growth stocks then broadened further as the Federal Reserve initiated its rate-cutting cycle in September, while the European Central Bank, having already delivered four cuts in H1, kept policy unchanged, with little visible impact yet on Europe's economic cycle.

Despite more than a year of headwinds for quality growth stocks, signs of stabilisation are emerging. SAP recovered in September after a sharp multiple contraction earlier in the quarter and ASML surged 30% in the month. These moves highlight that investors are beginning to reassess the value in quality growth at current prices, arguably the most encouraging signal from the quarter.

ASML rose strongly during the quarter. In September, the stock soared after Nvidia's announcement of a \$5bn equity investment in Intel and collaboration to develop chipsets, and by reports that Samsung's HBM3E had passed Nvidia qualification tests; both reinforcing AI driven semiconductor capex and demand for advanced lithography tools.

Schneider Electric rose in a volatile quarter. Despite delivering strong organic growth, Q2 results chilled investors on weaker-than-expected margins. The company remains sanguine about a margin recovery and the shares subsequently rebounded on the back of continued strength in datacentre capex.

Genus continued to perform well in Q3. The company released strong FY2025 results in September with adjusted operating profit up 30% in constant currency and signed a joint venture on attractive terms with Chinese state-owned enterprise partner Beijing Capital Agribusiness.

ICON recovered during the quarter after the company published Q2 results which were slightly ahead of expectations. Management raised its full-year 2025 guidance. In September, the company announced a CEO transition after a period of significant growth headwinds.

London Stock Exchange Group (LSEG) declined despite reporting strong revenue and margin progression in H1 and reiterating fiscal year guidance. Investors reacted to a slight slowdown in average subscription value (ASV) growth, with LSEG expecting less contribution to pricing from subscription growth. AI disruption fears and the cautious outlook of peer FactSet put further pressure on the shares.

Alcon shares derated tangibly during the quarter when the leader in cataract surgery reduced its fiscal year guidance, driven by US market softness and competitive pressure. Innovation remains strong with the launch of PanOptix Pro lenses as well as its Unity VCS platform. However, it will take time before these innovations drive growth.

Capgemini declined as the large-scale acquisition of WNS was not welcomed by investors. H1 results failed to drive up the share price as growth continues to be subdued due to the company's high exposure to Europe, as well as the manufacturing sector, notably the automotive industry.

Edenred fell despite delivering robust growth in the first half of the year. Press reports about possible tax bills in Brazil and France potentially limiting Edenred's profits from its local meal voucher business created an overhang and led to multiple compression.

Saint-Gobain entered the portfolio. The construction materials company is attractively valued while its transformation is starting to bear fruit. We also initiated a position in Wise PLC, the innovator in cross-border payments, due to its dynamic growth and unique positioning. We sold ICON on growth concerns as pharma and biotech clients delay trial initiations amongst regulatory and funding uncertainties. We exited Novo Nordisk as competition from compounding pharmacies clouds the outlook for a recovery of its US market share. We reduced Scout24 on valuation grounds after a significant rerating year-to-date and trimmed AstraZeneca after strong performance. We also trimmed our semiconductor holdings after the recent outperformance.

The outlook for our strategy and equity markets in general is intrinsically linked to valuation and earnings growth, the long-term fuel for equity performance. From a growth perspective, European equities look strong. Consensus expects ~12% EPS growth in 2026, yet history suggests such forecasts are often revised down. The past years were no exception to this rule - European earnings hardly moved over the past three years. After a 30% re-rating over the past three years, the MSCI Europe index now trades well above its two-decade PE average. The market risk premium reached a level last seen during the super cycle. Investors remain in risk-on mode, but sustained market strength will depend largely on the delivery of ambitious earnings expectations, with hopes pinned on Germany's fiscal stimulus to revive growth.

For the portfolio, the picture is different. Over the past three years, earnings have barely moved, but the portfolio has suffered from a significant de-rating over the last 18 months. Weak sentiment toward quality growth and concerns over the USD and US economy have weighed on valuations, despite the resilience of the portfolio holdings. These headwinds have masked the underlying strength of the businesses we own.

We are bottom-up stock pickers focused on structural growth companies with durable competitive advantages, pricing power and sustainable cash generation. The portfolio is composed of global leaders backed by strong brands, proprietary technologies, or unique market positions, companies capable of delivering consistent earnings growth across cycles, regardless of near-term macro noise. Looking ahead, we expect double-digit earnings growth from the portfolio in 2026. Importantly, this growth is not dependent on a cyclical recovery in Europe but on long-term structural drivers at attractive valuations.

**The views expressed in this document are valid at the time of publication only, do not constitute independent investment research and should not be interpreted as investment advice. The reference to specific companies does not constitute a recommendation to invest directly in these securities. Allocation is subject to change without notice. Remember that past performance does not predict future returns.**

## RISKS

This Fund has the following core inherent risks (non-exhaustive list):

- Investing involves risk including possible loss of principal.
- The value of all investments and the income derived therefrom can decrease as well as increase.
- There is no assurance that the investment objective of the Fund will be achieved.
- To the extent that the Fund is invested in or denominated in a currency other than yours, the cost and return in your currency may increase or decrease due to exchange rate fluctuations.
- A more detailed description of the risk factors that apply to the Fund is set out in the Prospectus.

**Please see important information on following pages.**

Issued by Comgest Asset Management International Limited, 46 St. Stephen's Green, Dublin 2, Ireland - info@comgest.com

Source: CAMIL / FactSet financial data and analytics, unless otherwise stated. All information and performance data is as at 30/09/2025, unless otherwise indicated, and is unaudited.

30 September 2025

**PORTFOLIO CHARACTERISTICS**

Total Net Assets (all classes, m)	€312.4
Number of holdings	32
Average weighted market cap (bn)	€60.9
Weight of top 10 stocks	47.5%
Active share	86.8%
Holdings exclude cash and cash equivalents	

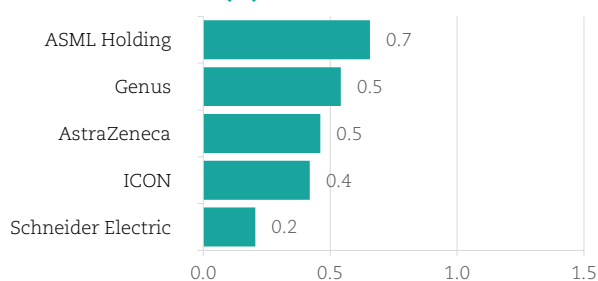
**SECTOR BREAKDOWN (%)**

	Fund	Index
Information Technology	27.2	7.4
Health Care	22.8	13.2
Financials	15.1	23.7
Industrials	14.0	19.6
Consumer Staples	6.5	9.3
Materials	4.9	5.4
Communication Services	4.1	4.0
Consumer Discretionary	3.3	8.1
[Cash]	2.1	--
Utilities	--	4.3
Energy	--	4.2
Real Estate	--	0.8

Source: Comgest / GICS sector classification

**CURRENCY BREAKDOWN (%)**

	Fund	Index
EUR	55.3	54.9
CHF	18.6	14.1
GBP	17.9	21.3
NOK	3.5	0.9
ILS	2.3	--

**TOP 5 QTD CONTRIBUTORS (%)****TOP 5 HOLDINGS (%)**

	Fund
London Stock Exchange Group	5.8
Adyen	5.5
SAP	5.0
AstraZeneca	4.7
ASM International	4.6

Above holdings are provided for information only, are subject to change and are not a recommendation to buy or sell

**TOP 10 COUNTRY WEIGHTS (%)**

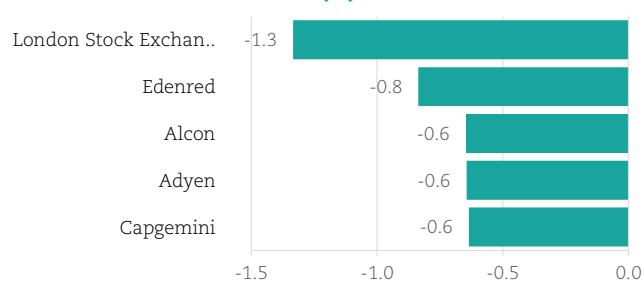
	Fund	Index
Switzerland	18.6	14.1
France	18.2	16.6
United Kingdom	17.9	22.4
Netherlands	16.1	7.5
Germany	10.5	15.0
Ireland	4.2	0.7
Italy	4.1	4.9
Norway	3.5	0.9
Israel	2.3	--
[Cash]	2.1	--
Denmark	1.5	2.9

Source: Comgest / MSCI country classification

**CURRENCY BREAKDOWN (%) - CONT.**

	Fund	Index
DKK	1.5	2.9
USD	1.0	1.2
SEK	--	4.7

Breakdown based on currencies in which holdings are priced.

**BOTTOM 5 QTD CONTRIBUTORS (%)****Past performance does not predict future returns.** Data on holdings is provided for information purposes only and is not a recommendation to buy or sell the securities shown.

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30 September 2025

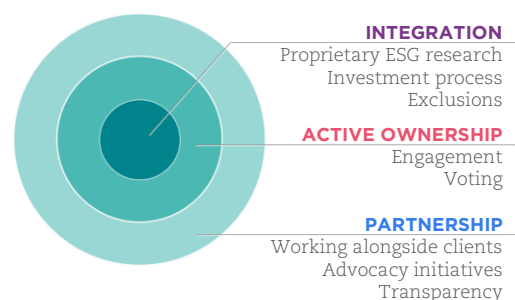
PLEASE NOTE THAT THE DATA SHOWN BELOW IS THE OUTCOME OF OUR INVESTMENT PHILOSOPHY AND STOCK SELECTION. THESE METRICS ARE NOT ALL SPECIFICALLY TARGETED BY COMGEST BUT MAY BE ADDRESSED AS PART OF OUR RESPONSIBLE INVESTMENT PROCESS.

### RESPONSIBLE INVESTMENT APPROACH

We believe a responsible approach to environmental, social and governance issues has a positive impact on a company's growth over the long term. The assessment of ESG factors is part of our fundamental analysis. Comgest implements a three-pronged responsible investment strategy: Integration / Active Ownership / Partnership.

#### MAIN GROUP-WIDE EXCLUSIONS\*

**Thermal coal:** Mining & electricity production  
**Tobacco:** Producers & distributors  
**Controversial weapons**  
**Norm-based exclusions:** Severe violations  
**Controversial jurisdictions:** High-risk jurisdictions & sanctions regime



\* Further information on the exclusion policies and **applicable revenue thresholds** may be found in the Investment Manager's Responsible Investment Policy on the Comgest website at [www.comgest.com/en/sustainability/esg](http://www.comgest.com/en/sustainability/esg)

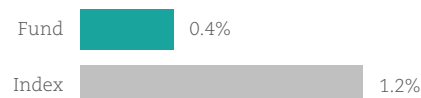
### ENVIRONMENTAL

#### CARBON FOOTPRINT



Source: MSCI as at 30/06/2025, tCO<sub>2</sub>e per EUR m invested.

#### ENVIRONMENTAL FOOTPRINT



Source: Trucost as at 30/06/2025, estimation of the environmental costs per EUR m invested.

#### SCIENCE-BASED TARGETS INITIATIVE (SBTi) PORTFOLIO COVERAGE



Source: SBTi as at 31/12/2024 and Comgest as at 30/06/2025

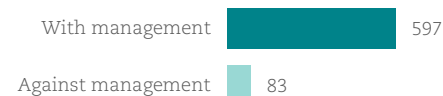
### ALIGNMENT WITH SUSTAINABILITY PREFERENCES

Sustainable investments (SFDR):  
 - Fund exposure: 38.1% of the NAV  
 - Minimum commitment: 10.0% of the NAV  
 Consideration of Principal Adverse Impact Indicators: Yes

Source: Comgest as at 30/09/2025

### VOTING & ENGAGEMENT

#### VOTES



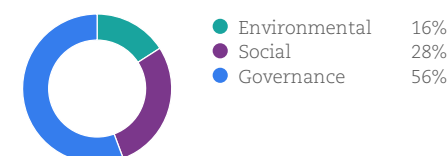
Source: ISS, for the 12 months to 30/06/2025

#### ESG ENGAGEMENT STATISTICS



Source: Comgest, for the 12 months to 30/06/2025

#### ESG ENGAGEMENT THEMES



Source: Comgest as at 30/06/2025

### SOCIAL & GOVERNANCE

#### BOARD GENDER DIVERSITY



Source: MSCI Analytics as at 30/06/2025

#### NON-VIOLATION OF UNGC PRINCIPLES



Source: MSCI Analytics as at 30/06/2025

#### TAX RATE AVERAGE



Source: MSCI Analytics and The Tax Foundation as at 30/06/2025

Please see methodologies and glossary on following pages. The information above is based on available data and data may not be available for all portfolio holdings.

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 Source: CAMIL / FactSet financial data and analytics, unless otherwise stated.

**30 September 2025**
**FUND DETAILS**
**ISIN:** IE00BZ0X9T58

**Bloomberg:** CGEOZEA ID

**Domicile:** Ireland

**Dividend Policy:** Accumulation

**Fund Base Currency:** EUR

**Share Class Currency:** EUR

**Share Class Inception Date:** 21/07/2017

**Index (used for comparative purposes only):**

MSCI Europe - Net Return

**Ongoing Charges:** 1.14% p.a. of the NAV

**Investment Manager's Fees (part of ongoing charges):** 1.05% p.a. of the NAV

**Performance Fee:** None

**Maximum Sales Charge:** 2.00%

**Exit Charge:** None

**Minimum Initial Investment:** EUR 10

**Minimum Holding:** None

Dublin\_TA\_Customer\_Support@caceis.com

Tel: +353 1 440 6555 / Fax: +353 1 613 0401

**Dealing Frequency:** Any business day (D) when banks in Dublin are open for business

**Cut Off:** 11:00 am Irish time on day D

An earlier deadline for receipt of application or redemption requests may apply if your request is sent through a third party. Please enquire with your local representative, distributor or other third party

**NAV:** Calculated using closing prices of D

**NAV Known:** D+1

**Settlement:** D+2

**Legal Structure:** Comgest Growth Europe Opportunities, a sub-fund of Comgest Growth plc (an open-ended investment company with variable capital authorised by the Central Bank of Ireland), is an Undertaking for Collective Investment in Transferable Securities (UCITS)

**Management Company:** None as Comgest Growth plc is self-managed

**Investment Team:** Team-based approach. For further details, please refer to our [website](#)
**Investment Manager:** Comgest Asset Management International Limited (CAMIL) Regulated by the Central Bank of Ireland and registered as an investment adviser with the U.S. Securities and Exchange Commission SEC registration does not imply a certain level of skill or training

**Sub-Investment Manager:** Comgest S.A. (CSA) Regulated by the Autorité des Marchés Financiers - GP 90023

**IMPORTANT INFORMATION**

This is a marketing communication. Please refer to the fund prospectus and to the PRIIPS KID before making any final investment decisions. UK investors should refer to the UCITS KIID. Tax applicable to an investment depends on individual circumstances. Depending on where you live, the Fund may not be available to you for subscription. In particular this Fund cannot be offered or sold publicly in the United States. Consult your financial or professional adviser for more information on investing and taxation.

The Prospectus, the PRIIPS KID, the UCITS KIID (UK investors), the latest annual and interim reports and any country specific addendums can be obtained free of charge from the Investment Manager (at [www.comgest.com](http://www.comgest.com)) or the Administrator and from local representatives/paying agents listed below. For a full list of the local representatives/paying agents please contact Comgest at [info@camil.com](mailto:info@camil.com). Prospectus may be available in English, French or German and the PRIIPS KIDs in a language approved by the EU/EEA country of distribution.

- Sweden: SEB Merchant Banking, Custody Services, Global Funds, RB6, Rissneleden 110, SE-106 40 Stockholm.
- Spain: Allfunds Bank S.A., c/Estafeta no. 6 (La Moraleja), Complejo Plaza de la Fuente, Edificio 3, 28109, Alcobendas, Madrid, Spain. The CNMV registration number of Comgest Growth plc is 1294.
- Switzerland: BNP Paribas, Paris, Zurich Branch, Selnaustrasse 16, 8002 Zürich.

Further information or reporting may be available from the Investment Manager upon request.

Complaints handling policies are available on our website at [www.comgest.com](http://www.comgest.com) in the regulatory information section. Comgest Growth Plc may decide to terminate at any time the arrangements made for the marketing of its UCITS.

**Carbon Footprint:** estimates the apportioned Scope 1 and 2 greenhouse gases emissions of the portfolio holdings.

**Environmental Footprint:** estimates the apportioned ratio of annual costs linked to greenhouse gases, water abstraction, waste generation, air, land & water pollutants, and natural resource use associated with the portfolio holdings per EUR m invested.

Environmental Footprint Source: S&P Trucost Limited © Trucost 2025. All rights in the Trucost data and reports vest in Trucost and/or its licensors. Neither Trucost, nor its affiliates, nor its licensors accept any liability for any errors, omissions or interruptions in the Trucost data and/or reports. No further distribution of the Data and/or Reports is permitted without Trucost's express written consent.

**Science Based Targets Initiative Portfolio Coverage:** calculates the % of the Fund's AUM invested in companies with SBTi approved targets or which have committed to set SBTi targets.

**Board Gender Diversity:** this indicator represents the weighted average ratio of female board members to total board members in investee companies, expressed as a percentage of all board members.

**Non-Violation of UNGC Principles:** this indicator represents the percentage of investee companies that have not been involved in violations of the United Nations Global Compact (UNGC) principles.

**Effective Tax Rate:** an indicator of corporate responsibility and impact. Using MSCI data, Comgest calculates the average effective tax rate and average statutory tax rate of the portfolio's holdings.

**Index Source:** MSCI. This report contains information (the "Information") sourced from MSCI Inc., its affiliates or information providers (the "MSCI Parties") and may have been used to calculate scores, ratings or other indicators. The Information is for internal use only, and may not be reproduced/redisseminated in any form, or used as a basis for or a component of any financial instruments or products or indices. The MSCI Parties do not warrant or guarantee the originality, accuracy and/or completeness of any data or Information herein and expressly disclaim all express or implied warranties, including of merchantability and fitness for a particular purpose. The Information is not intended to constitute investment advice or a recommendation to make (or refrain from making) any investment decision and may not be relied on as such, nor should it be taken as an indication or guarantee of any future performance, analysis, forecast or prediction. None of the MSCI Parties shall have any liability for any errors or omissions in connection with any data or Information herein, or any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages.

For more detailed information on ESG integration please consult our website: [www.comgest.com/en/sustainability/esg](http://www.comgest.com/en/sustainability/esg)

**Active Share:** The percentage of fund holdings that is different from the reference index holdings. A fund that has no holdings in common with the reference index will have an active share of 100%, and a fund that has exactly the same holdings as the reference index considered will have an active share of 0%.

**ADR - American Depositary Receipt:** A negotiable security that represents securities of a foreign company and allows that company's shares to trade in the financial markets of the United States.

**Annualised:** A figure converted into an annual rate. Figures covering a period of more than one year are averaged to present a figure for a 12-month period.

**Bp(s) - Basis point(s):** One basis point is equal to one hundredth of 1% (i.e. 0.01%).

**BV - Book Value:** The value of the company assets minus its liabilities.

**CAGR - Compound Annual Growth Rate:** The rate of return that would be required for an investment to grow from its beginning balance to its ending balance, assuming the profits were reinvested at the end of each year of the investment's lifespan.

**CapEx - Capital Expenditure:** The money invested by a company to acquire or upgrade fixed, physical, non-consumable assets such as property, plants, buildings, technology, or equipment.

**Cash Flow:** The net amount of cash and cash equivalents being transferred in and out of a company. Cash received signifies inflows, and cash spent signifies outflows.

**CPI - Consumer Price Index:** An index that measures the overall change in consumer prices based on a representative basket of goods and services over time. It is the metric often used to measure inflation.

**DY - Dividend Yield:** A ratio that shows how much a company pays out in dividends each year relative to its share price.

**EBITDA - Earnings Before Interest, Taxes, Depreciation and Amortisation:** Used to measure a company's core profitability and is calculated by adding interest, tax, depreciation and amortisation expenses to net income.

**EBIT - Earnings Before Interest and Taxes:** Used to measure a company's core profitability and is calculated by adding interest and tax expenses to net income.

**EPS - Earnings Per Share:** The profits of a company attributed to each share, calculated by dividing profits after tax by the number of shares. EPS serves as an indicator of a company's profitability.

**FCF - Free Cash Flow:** The cash generated by a company from its normal business operations after subtracting any money spent on capital expenditures.

**GDP - Gross Domestic Product:** The total market value of all the finished goods and services produced within a country's border in a specific time period.

**GDR - Global Depositary Receipt:** A certificate issued by a bank that represents shares in a foreign stock on two or more global markets. A GDR is similar to an American depositary receipt (ADR), except an ADR only lists shares of a foreign country in the markets of the United States.

**LTM - Last 12 Months:** LTM multiples are backward-looking and are based on historical performance.

**Market Capitalisation:** A measure of a company's size, calculated by multiplying the total number of shares in issue by the current share price. Companies are commonly grouped according to size, such as small cap, mid cap, large cap or all cap. There is no consensus on the definition of these groupings and they may vary from portfolio to portfolio depending on the country of investment.

**NAV - Net Asset Value:** The current market value of the portfolio's assets minus the portfolio's liabilities.

**NTM - Next 12 Months:** NTM multiples are forward-looking and are based on projected performance.

**Ongoing Charges:** A fund's operational costs over a year. Ongoing Charges are calculated as a percentage of the average fund size over the year and include, for example, investment manager's fees, administration fees and custody costs.

**Operating Margin:** Measures how much profit a company makes on a dollar (or relevant currency) of sales after paying for variable costs of production, such as wages and raw materials, but before paying interest or tax.

**Operating Profit:** A company's gross income less operating expenses and other business-related expenses, such as wages, cost of goods sold (COGS) and depreciation.

**Organic Growth:** Growth a company achieves by increasing output and enhancing sales through the business' own operations and internal processes. This does not include profits or growth attributable to mergers, acquisitions, divestitures and foreign exchange but rather an increase in sales and expansion through the company's own resources.

**Organic Sales:** Sales generated from within a company that are a direct result of the company's existing operations and internal processes. Organic sales do not include the impacts of mergers, acquisitions, divestitures and foreign exchange.

**P/B or P/BV - Price-to-Book Value Ratio:** Measures the market's valuation of a company relative to its book value. P/B or P/BV is calculated by dividing the company's stock price per share by its book value per share.

**P/E - Price-to-Earnings Ratio:** A ratio used to value a company's shares. It is calculated by dividing the current market price by the earnings per share.

**P/S - Price-to-Sales Ratio:** A valuation ratio that compares a company's stock price to its revenues. It is an indicator of the value that financial markets have placed on each dollar of a company's sales or revenues.

**PEG - Price/Earnings-To-Growth Ratio:** A stock's price-to-earnings (P/E) ratio divided by the growth rate of its earnings for a specified time period. The PEG ratio is used to determine a stock's value while also factoring in the company's expected earnings growth.

**PMI - Purchasing Managers' Index:** An index of the prevailing direction of economic trends in the manufacturing and service sectors.

**Reference Index:** Index against which a fund's performance is compared.

**ROE - Return On Equity:** Measures financial performance and is calculated by dividing net income by shareholders' equity. ROE is a gauge of a company's profitability and how efficiently it generates those profits.

**ROIC - Return On Invested Capital:** Calculation used to assess a company's efficiency at allocating the capital under its control to profitable investments.

**SME - Small- Or Medium-Sized Enterprise:** A company, or companies considered as a group, that are neither very small nor very large and which employ fewer than a given number of employees. This number varies across countries.

**Volatility:** Measures the movements of an asset up and down over time. Volatility is generally considered to be a measure of risk.



**Engagement:** Proactive, targeted dialogue with companies or other industry stakeholders (e.g. policymakers, industry bodies) in order to make known areas of concern and to incite tangible, positive change to improve outcomes for stakeholders.

**Environmental Factors:** Issues related to pollution, climate change, energy efficiency, natural resource use, waste management, biodiversity and other environmental challenges and opportunities.

**ESG - Environmental, Social and Governance:** The three key factors when measuring the sustainability and ethical impact of an investment in a business or company.

**GHG - Greenhouse Gases:** Gases that trap heat in the atmosphere and warm the planet. The best known greenhouse gases are carbon dioxide, methane, nitrous oxide and fluorinated gases.

**Governance Factors:** Governance refers to a set of rules or principles defining rights, responsibilities and expectations between different stakeholders in the governance of corporations. Governance factors include a company's leadership, executive pay, audits, internal controls and shareholder rights.

**Net Zero:** Achieving a balance between emitting carbon and absorbing carbon from the atmosphere. This balance, or net zero, will be achieved when the amount of carbon added to the atmosphere is no more than the amount removed.

**PAI - Principal Adverse Impact:** A list of sustainability factors that firms need to take into account for their investment policies and decisions. These indicators relate to environmental and social topics.

**Proxy Voting:** A form of voting whereby a shareholder delegates their vote to another who votes on their behalf at company meetings. This allows the shareholder to exercise their right to vote without being physically present.

**RI - Responsible Investment:** The integration of environmental, social and governance factors (ESG) into the selection and management of investments.

**Scope 1 Emissions:** Emissions directly generated by a company, such as an airline emitting exhaust fumes.

**Scope 2 Emissions:** Emissions indirectly generated by a company, such as emissions from the electricity or energy used to heat and cool a company's office.

**Scope 3 Emissions:** All other indirect emissions that occur in the value chain of a company and are not already included within scope 2. These emissions are a consequence of the company's business activities but occur from sources the company does not own or control. For example, emissions from a company's employees commuting to work. Scope 3 emissions are often difficult to measure.

**SFDR Classification:** SFDR product classifications fall under three categories and aim to make the sustainability profiles of funds more comparable and easier to understand by investors.

**SFDR - EU Sustainable Finance Disclosure Regulation:** An EU regulation which aims to make the sustainability profile of funds more comparable and better understood by end-investors. The regulation requires firms to advise whether principal adverse impacts on sustainability factors are considered in their investment decision making process.

**Social Factors:** Factors that examine how a company communicates with employees, suppliers, customers, governments, regulators and the communities where it operates.

**tCO<sub>2</sub>e:** Tonnes (t) of carbon dioxide (CO<sub>2</sub>) equivalent. Carbon dioxide equivalent is a standard unit for counting greenhouse gas emissions regardless of whether they are from carbon dioxide or another gas, such as methane.

**UNGC - UN Global Compact:** A voluntary pact of the United Nations (UN) to encourage businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.

**UN Global Compact (UNGC) Principles:** Ten principles defined as part of the UNGC framework to promote responsible investment. Companies, investors and other participants are called upon to align their strategies and operations with the principles in the areas of human rights, labor, the environment and anti-corruption.

**Voting:** A mechanism for active owners to influence companies, usually done with the aim of influencing a company's governance or operations. Public equity investors typically have the right to vote on company and shareholder resolutions at annual and extraordinary general meetings (AGMs and EGMs).