

KEY DIFFERENTIATORS

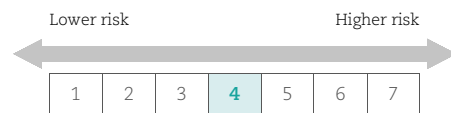
- Quality comes first, we seek growth that can endure
- Team-based approach, rather than star-manager fund, which we believe leads to greater consistency
- ESG integrated into the investment process leveraging proprietary ESG research
- Culture matters. Comgest's broad partnership structure incentivises long-term thinking, an ESG mindset, teamwork and low employee turnover

INVESTMENT TEAM



Franz Weis, Pierre Lamelin, James Hanford Team may include advisors from affiliates within the Comgest Group.

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.

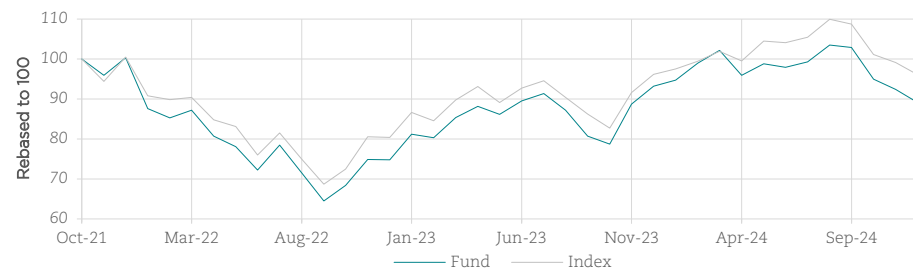
INVESTMENT POLICY

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 Shariah compliant high-quality, long-term growth companies. The Fund will invest at least two-thirds of its assets in securities issued by Shariah compliant companies that have their headquarters in, or principally carry out their activities in European Union member states, the UK and Switzerland.

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).

CUMULATIVE PAST PERFORMANCE (REBASED TO 100)



SFDR CLASSIFICATION: Article 8

The Fund promotes environmental and/or social characteristics.

CARBON FOOTPRINT¹



Source: MSCI as at 30/09/2024, tCO₂e per EUR m invested.

ROLLING PERFORMANCE (%)

	Annualised							Since Incep.
	1 Month	QTD	YTD	1 Year	3 Years	5 Years	10 Years	
Fund	-3.6	-13.4	-4.4	-4.4	-3.9	--	--	-3.6
Index	-3.0	-11.6	0.0	0.0	-1.5	--	--	-1.2
Fund Volatility	--	--	--	15.7	20.5	--	--	20.4
Index Volatility	--	--	--	14.7	18.6	--	--	18.5

ENVIRONMENTAL FOOTPRINT¹



Source: Trucost as at 30/09/2024, estimation of the environmental costs per EUR m invested.

CALENDAR YEAR PAST PERFORMANCE (%)

	2022	2023	2024
Fund	-25.4	24.6	-4.4
Index	-20.0	19.6	0.0

ANNUAL PERFORMANCE (%) AS AT QUARTER END

	4Q21 -4Q22	4Q22 -4Q23	4Q23 -4Q24
Fund	-25.4	24.6	-4.4
Index	-20.0	19.6	0.0

Performance data expressed in USD. Returns may increase or decrease as a result of exchange rate fluctuations. Index: S&P Europe 350 Shariah - 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.

31 December 2024

FUND COMMENTARY

Overall, 2024 was a positive year for European equities. Markets rightly anticipated the decline in interest rates, which nonetheless came later than thought. The European Central Bank cut its benchmark deposit rate four times and the US Federal Reserve three times, the latter still mentioning late in the year a "somewhat elevated" inflation compared to its 2% objective. Beyond monetary policy, 2024 was marked by ongoing international conflicts and geopolitical uncertainties. Significant elections were held in dozens of democracies, often showing an increasingly polarised voter base. Economic growth in Europe remains modest, as shown in nominal GDP figures. This is also visible in bottom-up earnings data. While the theme of Artificial Intelligence (AI) was present throughout the year and across sectors, less pricing, 'consumer fatigue', inventory de-stocking and China weakness were often singled out by European corporates.

In 2024, Value outperformed Growth and even more so Quality. Against this backdrop, your portfolio underperformed over the period under review. This can be attributed to: (1) the underperformance of quality growth and (2) a few idiosyncratic issues addressed in more detail below.

Dispersion of returns was high in 2024 across portfolio constituents. On the positive side, EssilorLuxottica performed well, as the world leader in ophthalmic lenses, frames and sunglasses continued to execute on its long-term profitable growth strategy. The company's partnership with Meta in smart glasses further boosted sentiment. Lonza's shares recovered strongly in 2024 after facing challenges in 2023. The Swiss pharma outsourcing company acquired a large manufacturing site from Roche, further increasing its production footprint in biologics. Schneider Electric, which was added to the portfolio earlier in the year, contributed positively to portfolio performance. Demand for the company's electrification products and services remains driven by megatrends including data centres and AI and the energy transition, more than offsetting weak discrete automation markets, notably in Western Europe. Other strong portfolio performers in 2024 included consumer discretionary stocks with limited Chinese characteristics (Ferrari, Inditex) and our data companies.

In the consumer staples sector, L'Oréal was weak in 2024. Lower contribution from pricing in Europe and North America, and a negative beauty market in China, weighed on organic growth after three years of double-digit expansion. While overall growth remained positive as the business is diversified, the slowdown pressured the valuation multiple. Nestlé reduced its full-year objectives twice, reflecting consumer fatigue after years of high inflation and some execution issues. The Board decided to change the CEO. While the new strategic direction appears sound, acceleration is unlikely to happen overnight. In healthcare, Carl Zeiss Meditec, Straumann, Sartorius Stedim and Icon faced temporary issues pressuring earnings estimates, the valuation multiple, or both. These four businesses generally performed well during/after Covid and went through some kind of earnings normalisation in 2024 for various reasons. In the case of Zeiss and Sartorius, disappointing revenue development was accompanied by pressure on margins. We regularly revisit the business thesis of our portfolio companies, focusing particularly on the competitive advantage and our long-term scenario.

Amongst the portfolio's largest positions, Novo Nordisk and ASML were volatile during the year. In the case of ASML, while growth in 2025 is likely to be softer than previously expected (still in the double digits) due to customer-specific issues, management credibly reiterated the group's 2030 targets at its highly anticipated Capital Markets Day in November. In December, Novo Nordisk's share price took a hit on disappointing phase 3 data for its next generation anti-obesity agent CagriSema, as patient weight loss after 68 weeks was less than expected. The devil may be in the details, as a flexible trial protocol means that only 57% of patients reached the high dose. Time will tell, but we continue to see Novo Nordisk well positioned to profitably capture its fair share of the fast-growing anti-obesity market.

We are not particularly calling out France as a major detractor in our 2024 analysis as our French holdings tend to be multinational companies rather than domestic businesses.

We added several names to the portfolio in 2024, including Schneider Electric which we purchased earlier in the year. We initiated a position in Air Liquide. The company offers strong potential to increase its operating profitability, and we like the defensive characteristics of the industrial and healthcare gases businesses based on long-term take-or-pay contracts. Novonosis was also added to the portfolio: the 'biosolutions' Danish company was created through the combination of Chr. Hansen and Novozymes. In October, we acquired SAP as we expect more profitable growth ahead following a multi-year cloud transition.

We topped up existing positions in Amadeus, Coloplast, Lindt and L'Oréal. These purchases were financed by profit taking on names like ASML, Novo Nordisk, EssilorLuxottica and Assa Abloy, mostly on valuation grounds. We had to exit our holdings Adyen, Dassault Systèmes and Nemetschek as they were no longer Shariah compliant. Reckitt Benckiser and Roche were also sold, mainly on growth concerns.

Looking ahead, we expect portfolio earnings to grow at a double-digit rate in 2025. Our optimism is based on several pillars:

- (1) At the top of the portfolio, we expect dynamic profit development at ASML and Novo Nordisk on the back of the lithography order book and strong demand for GLP-1 medication, respectively.
- (2) The second-order effects of Covid which weighed on 2024 profit development for some portfolio companies are expected to fade, allowing underlying growth trends to reemerge, for example amongst our biopharma suppliers.
- (3) A strong US dollar is not a bad thing for the portfolio which has over 30% exposure to US end-markets.

As with every year however, there are unknowns. While the AI wave may last for a while, there could be bumps in the road, which would not be unusual for such a nascent technology. The outlook for Chinese consumer spending remains unclear. Geopolitics, tariffs and currencies are additional operational risks that cannot be ignored. Consequently, we remain focused on the diversification of growth drivers and risk factors at a portfolio level, beyond the companies' own quality characteristics.

Our investment approach remains unchanged: selecting quality companies able to grow over the long term. Over time, we expect this sustainable earnings power to be the main performance driver of the portfolio.

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 31/12/2024, unless otherwise indicated, and is unaudited.

31 December 2024

PORTFOLIO CHARACTERISTICS

Total Net Assets (all classes, m)	\$76.6
Number of holdings	30
Average weighted market cap (bn)	\$117.0
Weight of top 10 stocks	51.0%
Active share	63.9%
Holdings exclude cash and cash equivalents	

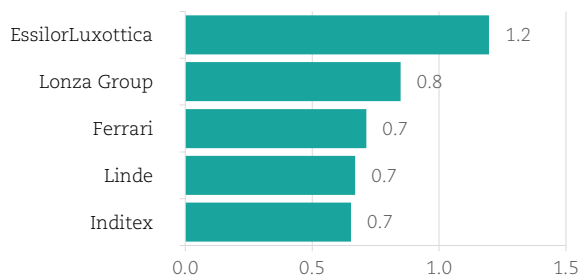
SECTOR BREAKDOWN (%)

	Fund	Index
Health Care	31.1	27.9
Consumer Discretionary	18.4	10.1
Consumer Staples	14.0	12.6
Industrials	13.4	24.6
Materials	11.1	7.2
Information Technology	10.3	16.2
[Cash]	1.6	--
Communication Services	--	0.7
Energy	--	0.3
Financials	--	0.2
Utilities	--	0.1

Source: Comgest / GICS sector classification

CURRENCY BREAKDOWN (%)

	Fund	Index
EUR	56.2	46.2
CHF	23.7	22.9
DKK	10.4	7.4
USD	4.1	--
NOK	2.3	0.6

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

	Fund
ASML Holding	7.6
EssilorLuxottica	6.0
Novo Nordisk B	5.9
Alcon	5.0
Air Liquide	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 (%)

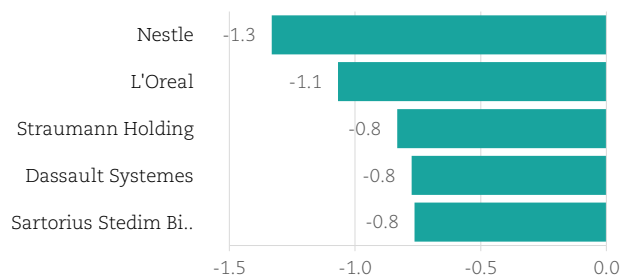
	Fund	Index
France	25.1	17.7
Switzerland	23.7	22.9
Netherlands	10.5	8.5
Denmark	10.4	7.4
Spain	8.7	1.8
Italy	4.3	1.7
United Kingdom	4.0	20.2
Ireland	4.0	0.8
Germany	3.8	10.4
Norway	2.3	0.6
[Cash]	1.6	--

Source: Comgest / MSCI country classification

CURRENCY BREAKDOWN (%) - CONT.

	Fund	Index
SEK	1.6	5.5
GBP	1.6	17.3

Breakdown based on currencies in which holdings are priced.

BOTTOM 5 YTD 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.

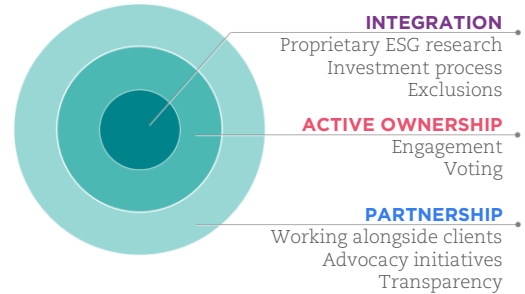
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Source: CAMIL / FactSet financial data and analytics, unless otherwise stated. All information and performance data is as at 31/12/2024, unless otherwise indicated, and is unaudited.

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 long-term sustainable growth. ESG is part of our fundamental analysis and we have developed and implemented a three-pronged responsible investment strategy: Integration / Active Ownership / Partnership.



MAIN EXCLUSIONS*

- Coal Exit Policy:** Coal-exposed electricity producers & thermal coal mines
- Tobacco:** Producers & distributors
- Weapons:** Conventional & controversial
- UN Global Compact:** Severe violations without prospect for improvement
- Controversial Jurisdictions:** High-risk jurisdictions & sanctions regime

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

ENVIRONMENTAL

CARBON FOOTPRINT



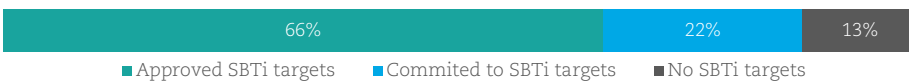
Source: MSCI as at 30/09/2024, tCO₂e per EUR m invested.

ENVIRONMENTAL FOOTPRINT



Source: Trucost as at 30/09/2024, estimation of the environmental costs per EUR m invested.

SCIENCE-BASED TARGETS INITIATIVE (SBTi) PORTFOLIO COVERAGE



Source: SBTi as at 31/12/2023 and Comgest as at 30/09/2024

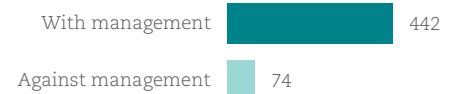
ALIGNMENT WITH SUSTAINABILITY PREFERENCES

Sustainable investments (SFDR):
 - Fund exposure: 27.0% of the NAV
 - Minimum commitment: 10.0% of the NAV
 Consideration of Principal Adverse Impact Indicators: Yes

Source: Comgest as at 31/12/2024

VOTING & ENGAGEMENT

VOTES



Source: ISS, for the 12 months to 30/09/2024

ESG ENGAGEMENT STATISTICS



Source: Comgest, for the 12 months to 30/09/2024

SOCIAL & GOVERNANCE

BOARD GENDER DIVERSITY



Source: MSCI Analytics as at 30/09/2024

NON-VIOLATION OF UNGC PRINCIPLES



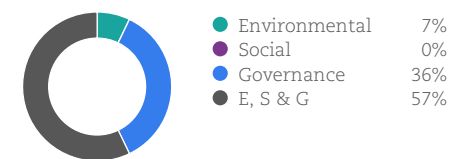
Source: MSCI Analytics as at 30/09/2024

TAX RATE AVERAGE



Source: MSCI Analytics and The Tax Foundation as at 30/09/2024

ESG ENGAGEMENT THEMES



Source: Comgest as at 30/09/2024

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.

31 December 2024

FUND DETAILS**ISIN:** IE00BMBWVQ15**Bloomberg:** COGESZU ID**Domicile:** Ireland**Dividend Policy:** Accumulation**Fund Base Currency:** EUR**Share Class Currency:** USD**Share Class Inception Date:** 10/11/2021**Index (used for comparative purposes only):** S&P Europe 350 Shariah - Net Return**Ongoing Charges:** 1.32% p.a. of the NAV**Investment Manager's Fees (part of ongoing charges):** 1.10% p.a. of the NAV**Maximum Sales Charge:** 2.00%**Exit Charge:** None**Minimum Initial Investment:** USD 10**Minimum Holding:** None**Contact for Subscriptions and Redemptions:**CACEIS Ireland Limited
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 S, 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 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) 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. Prospectus may be available in English, French or German and the PRIIPS KIDs in a language approved by the EU/EEA country of distribution.

- United Kingdom: BNP Paribas Trust Corporation UK Limited, Facilities Agency Services, c/o Company Secretarial Department, 10 Harewood Avenue, London, NW1 6AA. Investors in the United Kingdom WILL NOT have any protection under the UK Financial Services Compensation Scheme.
- 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 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 2024. 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: S&P Dow Jones Indices LLC ("SPDJI"). The index is a product of S&P Dow Jones Indices LLC or its affiliates ("SPDJI") and has been licensed for use by Comgest. Standard & Poor's® and S&P® are registered trademarks of Standard & Poor's Financial Services LLC ("S&P"); Dow Jones® is a registered trademark of Dow Jones Trademark Holdings LLC ("Dow Jones"). The Company and the Funds are not sponsored, endorsed, sold or promoted by SPDJI, Dow Jones, S&P, their respective affiliates and none of such parties make any representation regarding the advisability of investing in such product(s) nor do they have any liability for any errors, omissions, or interruptions of the index.

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 Cap(italisation): 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.

tCO₂e: Tonnes (t) of carbon dioxide (CO₂) 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).