Data in this report relates to the period
1 January 2023 – 31 December 2023

Impax Global Opportunities Fund

2024 Sustainability Report: Beyond Financial Returns – Q3 2024

Introduction

This is the third year Impax has provided portfolio specific sustainability reporting for our clients. While we will continue to enhance disclosure and introduce new metrics, our primary goal remains to offer clients a comprehensive overview of the sustainability profile of their investments.

We have found through the years that clients want to understand not just their portfolio's impact on the environment and society, but also Impax's impact on their portfolio, the environment and society. This report has been developed to provide our investors with a view into how we think about sustainability at Impax – holistically across both risks and opportunities and using the levers we have as investors. This includes how we identify the investment universe of our strategies, how we conduct research on and select securities, how we construct portfolios and engage with companies and policy makers – each step has intentionality and outcomes which we hope to bring to life in our reporting.

In addition to portfolio level reporting provided within, we report on Climate, Stewardship & Advocacy and Impact each year at the firm level. These reports dive deeper on each topic and showcase our commitment to transparency and to continually raising the bar on disclosure to our investors and the industry.

Alignment with the transition to a more sustainable economy

The investment strategies at Impax are designed to generate strong risk-adjusted investment returns by allocating capital towards those companies that are well-positioned as the global economy transitions to a more sustainable model. Through proprietary tools and taxonomies, Impax seeks to identify and invest in higher quality companies with strong business models that demonstrate sound management of risk.

The table below displays the portfolio's alignment to the transition to a more sustainable economy, defined as its revenue exposure to the themes or areas of the market which we believe are well positioned to benefit from this transition.

Sustainability Lens Opportunities – revenue exposure

Impax Global Opportunities Fund	Actual (as of 12/31/2023)
Total revenue exposure	71.4%
Evolving Healthcare Challenges	18.7%
Resource Efficiency	13.0%
Digital Infrastructure	13.0%
Access to Finance	10.4%
Enhancing Productivity	7.6%
Wellbeing & Nutrition	4.4%
Addressing Climate Change & Pollution	2.5%
Meeting Basic Needs	1.8%

[1] For more information, refer to the "Definition of Impax's proprietary tools and taxonomies" page.

Climate transition risks and opportunities

Climate-related risk assessment is integrated into the investment process for all of Impax's assets under management, across all asset classes, using proprietary tools and analysis. The table below reflects both absolute and intensity-based metrics for the financed greenhouse gas (GHG) emissions of the portfolio.

Financed GHG emissions

2023 metrics (as of 12/31/2023)	Per US$1.0mn invested	Total Portfolio (US$122.1mn)
Scope 1 & 2 GHG emissions (tCO_2e)	15	1,800
Scope 3 GHG emissions (tCO_2e)	111	13,620
Total GHG Emissions (Scope 1. 2 & 3. (tCO_2e))	126	15,420
Portfolio Weighted Average Carbon Intensity (WACI)[1] (Scope 1, 2 & 3)	327	-
Benchmark Weighted Average Carbon Intensity[2] (WACI) (Scope 1, 2 & 3)	786	-

Avoided GHG emissions

Measuring the avoided GHG emissions associated with the products and services of companies held within the portfolio helps demonstrate their contribution to the transition to a lower-carbon economy.

2023 metrics (as of 12/31/2023)	Per US$1.0mn invested	Total portfolio (US$122.1mn)
Avoided GHG Emissions	66	8,090

Net Zero Alignment[4]

As a signatory of the Net Zero Asset Managers ("NZAM") initiative, Impax supports the goal of net-zero GHG emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5°C. As part of that initiative, Impax has adopted a target that 100% of its assets covered by the NZAM commitment – being all actively managed listed equities and private markets investments – will be "transition aligned" or "transition aligning" by 2030. We project that at least 50% of committed AUM will be classified as aligned by 2030. Impax's group-level net-zero targets cascade to, and are monitored at, the portfolio level.

Impax also commits to reporting annually on the percentage of our investments in climate solutions and the avoided GHG emissions associated with those investments at the firm level.

Aligned / aligning with net zero (% of portfolio) **98%**

Not aligned with net zero (% of portfolio) **0%**

There can be no assurance that impact results in the future will be comparable to the results presented herein. Source: Impax Asset Management. Based on most recently reported annual environmental data for holdings and assets under management as of 12/31/2023. Impax's impact methodology is based on equity value. Refer to the Methodology section at the back of the report for further details on methodology and summarized data that was available and estimated for companies in the portfolio. [1]For more information on how he WACI is calculated, see methodology page towards the end of this document. [2]Benchmark used is MSCI ACWI. [3]Climate solutions exposure: To be classified as 'climate solutions' under Impax's proprietary Climate Opportunities taxonomy, companies must have a demonstrable exposure to products and services enabling mitigation of climate change or adaptation to its consequences. More details on the Impax Climate Taxonomy can be found in the appendix. [4]Please see here for more details on Impax's net zero commitment: https://www.netzeroassetmanagers.org/signatories/impax-assetmanagement/. Figures may not add to 100% due to cash. Our net zero methodology is based on the PAII Net-Zero Investment Framework ("NZIF") Net Zero Investment Framework – Paris Aligned Asset Owners. Data as of 12/31/2023.

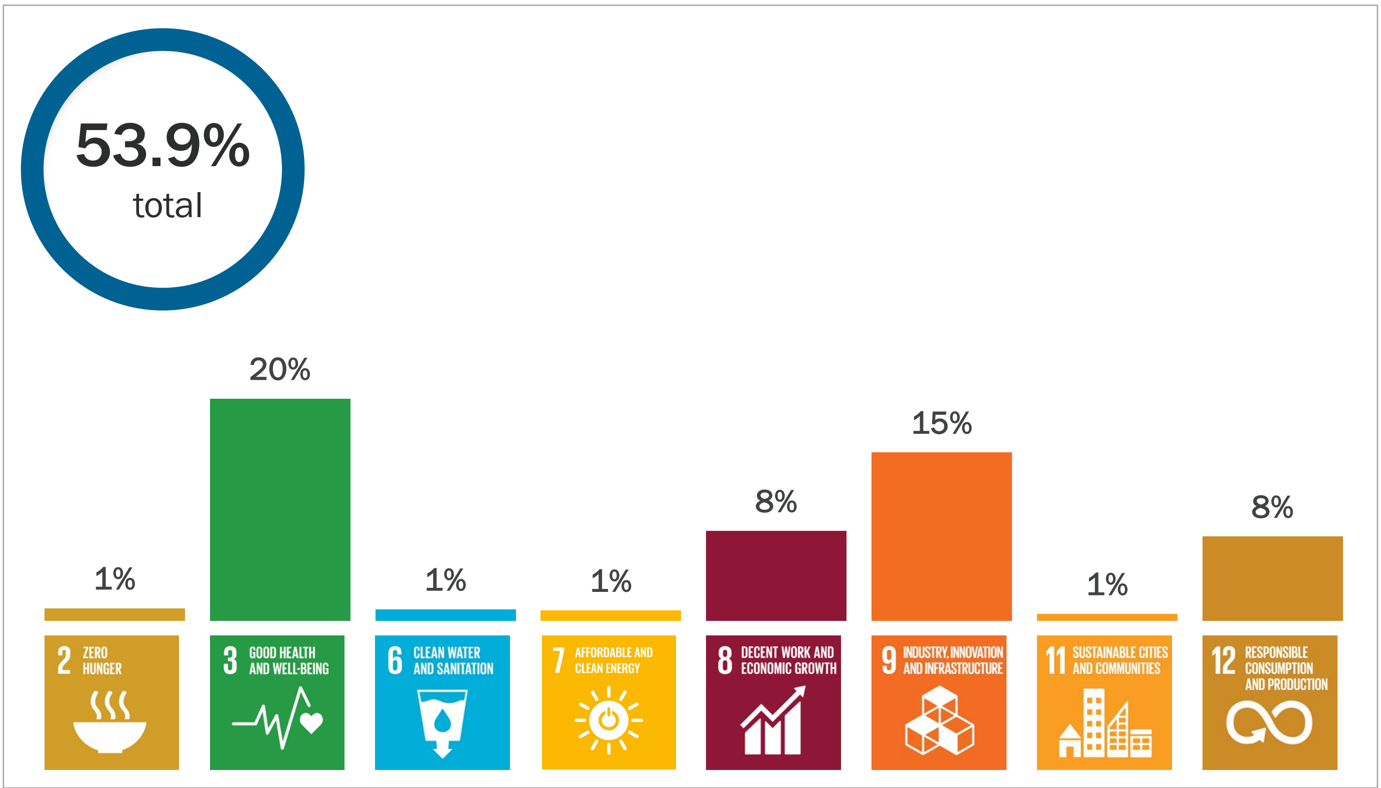
UN Sustainable Development Goals alignment

The UN Sustainable Development Goals (SDGs) encompass 17 sets of targets to be met by the world's economies by 2030. The SDGs have been increasingly adopted by investors as a framework for evaluating funds' alignment to critical and often unmet activities necessary for a sustainable economy.

The nature of Impax's investment philosophy results in meaningful exposure to the SDGs as a consequence of the investment process, which is focused on investments enabling and benefiting from the transition to a more sustainable economy. The chart below summarizes portfolio company exposure to the UN SDGs for the portfolio, as at the end of 2023.

Impax's investment process does not analyze alignment with SDGs as an investment objective or component of portfolio construction. Instead, we use the SDG framework to understand which portfolio companies are involved in activities that contribute towards addressing these critical global challenges, as a mapping and reporting exercise. We evaluate alignment with this framework by identifying the proportion of portfolio companies' activities, measured in revenue percentages, that contribute to the achievement of the SDGs.

We focus on those SDGs where the underlying targets are relevant to private sector investment opportunities, rather than government-driven activities, such as public funding or policy or regulatory action. For example, we ascertain that our portfolio companies – even those held within the Climate strategy – have very little exposure to SDG 13, climate action. While this may seem counterintuitive given our focus on the transition to a more sustainable economy, this is because we consider most of the Goal's sub-targets to be aimed at, and implemented by, governments. Similarly, we do not have exposure to e.g. SDG17, Peace, Justice and Strong Institutions, responsibilities of governments. On the other hand, the sub-targets of e.g. SDG9, Industry, Innovation and Infrastructure, are implemented by private sector actors.



Source: Data as of 12/31/2023. The UN SDGs encompass 17 goals. For further information, please visit http://www.un.org/sustainabledevelopment/sustainable-development-goals. Figures above are based on Impax internal data. Mapping to representative account in the composite that we believe most closely reflects the current portfolio management style. Performance is not a consideration in the selection of the representative account. Total revenue exposure may not equal the aggregate of individual SDG amounts due to rounding. The characteristics of the representative account shown may differ from those of other accounts in the strategy. Impax's investment process does not identify alignment with SDGs as a specific objective. Instead, the nature of Impax's investment philosophy results in some meaningful revenue exposure within the Environmental Markets strategies and Sustainability Lens strategies, based on investee companies' eligible activities. Refer to the Methodology section at the back of the report for further details on methodology and summarized data that was available and estimated for companies in the portfolio.

Stewardship and advocacy

As an investor focused on the transition to a more sustainable economy, stewardship and advocacy are the twin levers that we can pull to help our investee companies navigate risks and opportunities and to influence change in the real economy.

2023 marked an important milestone in the coordination of our stewardship and advocacy activities as our expanding Sustainability & Stewardship and Policy Advocacy teams combined to form the Impax Sustainability Centre. This center of excellence enables us to be more effective stewards of our clients' investments and to better shape the market for an accelerated transition to a more sustainable economy. It also positions us to navigate the rapidly expanding range and depth of sustainability-related issues, and to meet the growing expectations of clients, regulators and other stakeholders.

Our stewardship and advocacy activities are focused on four overarching themes – Climate, Nature, People and Governance – around which we structure this part of this report.

Engagement

The Impax investment process is focused on a comprehensive understanding of the character and quality of our investee companies and issuers. Engagement is used both to mitigate risk and to enhance value and investment opportunities. Engagement can help us to:

- Manage risks by proactively identifying, monitoring and mitigating issues
- Enhance company analysis – how companies respond to engagement is informative of their character
- Strengthen investee companies over time; improving quality, processes, transparency and resilience

Impax Global Opportunities Fund engagement metrics

Outreach

Targeted contact with a company on a specific sustainability issue. Outreach can be an effective means of sharing our perspective or expectations concerning a particular issue

25 Companies with whom we initiated outreach in 2023

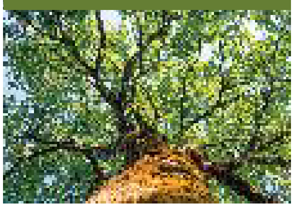
Dialogues

A discussion with, or response from, a company either by email or by meeting/call on a specific or range of sustainability-related issues

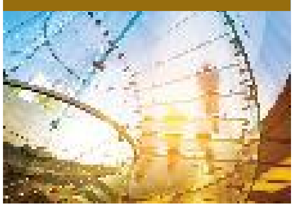
28 Individual companies engaged

Climate
15%

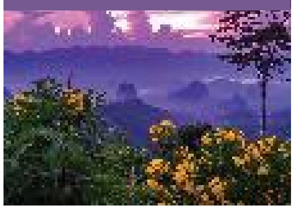
Nature
15%



People
32%



Governance
17%



Source: Impax Asset Management. Data as of 12/31/2023. The data in the table will not add to 100%.
The breakdown of engagement dialogue themes is calculated as a percentage of the total number of dialogues.

Proxy voting

Proxy voting is a key component in the ongoing dialogue with companies we invest in. Through voting on management and shareholder proposals, we aim to enhance the long-term value of our shareholdings, foster clear corporate governance best practices and promote greater accountability and transparency in our investee companies. We are committed to ensuring the consistent and transparent exercise of voting rights associated with shares we hold, where proxy voting has been delegated to Impax. Our voting decisions follow our publicly disclosed Proxy Voting Guidelines, which are informed by global governance best practices and are updated annually.[1]

Firm
Proxy voting summary for 2023

990
meetings where Impax voted
(100% of possible total)[2]

10%
management resolutions
which Impax voted against

67%
shareholder resolutions
which Impax supported

Firm
Support during 2023

In 2023, we supported:

77% of human capital/ E,D&I-related shareholder proposals

91% of climate-related shareholder proposals

Impax Global Opportunities Fund proxy voting

Proxy voting summary for 2023

42
meetings where Impax voted
(100% of possible total)

6%
management resolutions
which Impax voted against

61%
shareholder resolutions
which Impax supported

[1]Impax Asset Management, January 2024: Proxy Voting Guidelines. [2]At the meeting level, we voted 100% of meetings in 2023. However, proxy votes representing the Impax Ireland Funds plc UCITS fund range were not executed at any shareholder meetings between August 2023 and January 2024 due to an issue with the submission and receipt of ballots between Impax, the Impax Ireland Funds plc UCITS funds' custodian and our proxy voting service provider. This issue has been resolved and an enhanced control framework is being implemented.

Systematic engagement

We believe that significant, positive real-world impact can be achieved through focused, well-structured stewardship and advocacy efforts. As an active shareholder with a long-term investment horizon, we believe it is in the interests of our clients that we proactively engage with a wide spectrum of stakeholders – including investee companies and regulators – in an effort to minimize risks, and to protect and enhance value for shareholders.

Physical climate risks and adaptation

A growing body of research demonstrates the financial materiality of climate risks.[1] Yet few companies disclose the geo-locations of strategic physical assets that might face climate risks, nor those in their supply chains. This means that physical climate risks cannot be reliably anticipated by investors and financial markets. Also, few companies disclose their own estimates of their value at risk or plans for creating resilience to physical risks. Over the past four years, we have engaged with regulators, investors and companies, often in partnership with other shareholders, to address these risks.

Engaging regulators and companies

We first petitioned the US Securities and Exchange Commission (SEC) in June 2020 to require that companies report the specific locations of assets whose loss or damage could be a material event. This petition was published in the Harvard Law School Forum on Corporate Governance to promote our activities.[2] In August 2020, we joined forces with the New York State Common Retirement Fund, one of the US' largest public pension plans. Together, we asked all constituents of the S&P 500 Index of large capitalization US companies to report on the precise location of relevant physical assets whose loss or impairment would have a material financial impact. Just over 13% of the S&P 500 responded to our initial letter.[3] Of these, one-quarter reported that they already disclose locations of key assets. In some cases, however, reporting is at too distant a timeframe to be useful in physical risk assessment. Of all the companies we spoke to or heard from, we found just three that had seriously considered their liabilities due to physical risk and had plans for adapting to or mitigating those risks.

Contributing to public discourse

We have published a series of thought leadership pieces on the theme of physical climate risks and their management. In our September 2020 report, Designing a resilient response to the inevitable impact of climate change, we explored the material and immediate physical climate risks facing companies and investors globally.[4] We noted that investors' tools for understanding physical climate risks were limited and imperfect, and recommended steps that investors should consider.

Contributing to the SEC climate rule

Early 2022 marked an important step forward in our engagement with US regulators on this issue. Ahead of the SEC's publication of a proposed rule to enhance and standardize climate-related disclosures in March 2022, we met with the Chair and staff of the SEC to advocate for an ambitious and effective outcome.

In May 2022, we submitted a detailed response to the SEC's well-conceived proposals that included amendments we believed would strengthen the rule's implementation. This included a focus on reporting on physical climate risk and geo-location data. When the SEC adopted its final climate risk disclosure rule, in March 2024, Impax was cited 24 times. Although there were some disappointments – Scope 3 emissions disclosure by US companies is missing completely – the rule mandates that US companies must disclose physical climate risks that have any material impact on companies' strategies, business models and outlooks. Overall, we believe it will help provide decision-useful information on physical risks.

[1]Impax, 2023: Climate change: the impact for investors. [2]Harvard Law School Forum on Corporate Governance, June 2020: Rulemaking Petition on Disclosure to Help Assess Climate Risk. [3]Impax, 2021: Seeking coordinates: A unique engagement on physical climate risk. [4]Impax, 2020: Physical climate risks - Designing a resilient response to the inevitable impact of climate change

Case study: Jeronimo Martins

Company description: As the world's leading publicly listed grocery retailer, Jeronimo Martins, SGPS, S.A. provides access to basic and affordable food by facilitating grocery access that is broad enough to include lower income communities and those in emerging nations. The company manufactures and distributes food in Portugal, Poland, and Colombia, where it also operates supermarkets and retail stores.

Impact

Our global food system, including food retailers, has a large carbon footprint. On the positive side, as a super- and hyper-market grocery chain with 5,400 stores, Jeronimo Martins addresses food waste (and food packaging with a lower environmental footprint) as a component of its climate strategy. The company has set a goal of limiting annual food waste to 2.5% of the total sales volume (tons) of foodstuffs in the period from 2024 to 2026.[1] The company is carrying out several initiatives up and downstream in the value chain and operations to fight food waste. In total, Jeronimo notes that **it recovered 70.7 thousand tons of food in 2023, which corresponds to 46,300 tCO_2e of GHG emissions avoided**.[1]

Engagement

People

Objectives

- Understand Jeronimo Martins' efforts to support employees during a period of higher inflation (achieved, 2023)
- Improve disclosure and structure of executive remuneration program (ongoing)

Activities

In the context of a significant increase in inflation and living costs in 2023, Impax sought to understand how companies were supporting employees in navigating this environment. With a labor-intensive business and operations based in countries experiencing high levels of inflation, this topic was particularly relevant for Jeronimo Martins.

As part of our proxy voting process, Impax has also engaged Jeronimo Martins on disclosure of key aspects of executive remuneration. At the company's 2022 and 2023 annual meeting, Impax voted against the company's Remuneration Report.

Outcomes

Jeronimo Martins outlined the scope of its people sustainability agenda, which encompasses diversity, inclusion, fair compensation, employee recognition, and support for employees and their families in times of vulnerability. Its programs and initiatives are adjusted to each country of operation, considering its social and macroeconomic context.

In 2023, the company implemented extraordinary salary review measures in three countries in light of the inflationary context; employees who were not eligible for a merit increase had a salary increase between 7.5% and 10%, depending on their performance assessment. The company also sought to minimize impacts of the current environment on employees and their families through a variety of programs to address mental, physical and social well-being.

Next Steps

We continue to monitor Jeronimo Martins' progress on its People Sustainability agenda and encourage greater disclosure around performance metrics used under its incentive program and pay outcomes.

The securities mentioned in this document should not be considered a recommendation to purchase or sell any particular security and there can be no assurance that any securities discussed herein are or will remain in strategies managed by Impax. Impax makes no representation that any of the securities discussed were or will be profitable, or that future investment decisions will be profitable. The selection criteria for case study examples is not based on performance. To illustrate our engagement work, we aim to show examples that illustrate our firmwide engagement priorities (Climate, Nature, People, and Governance) and different stages of engagement (outreach, meaningful dialogue with management and achievement of objectives). Of the companies demonstrating progress against engagement objectives in 2023, we selected companies that could also be used for impact examples based on their contributions in the relevant impact area/strategy. [1]Jeronimo Martins – 2023 Annual Report.

Case study: Cintas

Company description: Cintas serves over one million businesses in the United States, offering a range of products including uniforms, cleaning supplies, and health and safety equipment. Founded in 1968, the company provides daily clean uniforms for a per-employee rate, and repairs and washes used garments in resource-efficient industrial laundry plants. As most uniform textiles are made of water-intensive cotton, by enabling reuse, Cintas generates water (and energy) savings by extending the life of cotton products that would otherwise be disposed of more frequently.

Impact

In its sustainability report,[1] Cintas estimates that its processes save 48% of energy compared to traditional at-home laundry. Per pound of laundry, Cinta's industrial laundry machines use less energy, less water, and less detergent. On average home laundry requires 1.92 times more energy, 2.3 times more water, and 15.6% more detergent than Cintas' industrial laundering process. Industrial dryers also use 29% less energy.[1] Impax estimates that Cintas **helped to avoid over 90,000 tCO_2e of GHG emissions and over 24,000 mega liters (6.4 billion gallons) of water**. On the waste side, to date Cintas is not able to provide data on the tonnage of fabrics which have been recycled and are being repurposed, although Cintas does participate in such programs. The company does publish a different, interesting data point: The company's Fire Extinguishers Processing Center has **recycled over 660,000 pounds of metal** from fire extinguishers no longer fit for service in FY23. This represents approximately **300 tons of waste**.[1]

Engagement

People

Objectives

- Improve board diversity (Progress since 2022)
- Understand cost-of-living impacts and pay practices across workforce (Achieved, 2023)
- Disclose gender pay gap (Ongoing)

Activities

In line with our proxy voting guidelines, we have voted against the chair and/or members of Cintas' nomination committee since we became a shareholder, due to low board gender diversity (of 22% in 2022 and 20% in 2023). On both occasions we communicated our votes against management to the company. Following previous engagement on human capital management and Equity, Diversity & Inclusion (E,D&I), Cintas was identified in 2023 for engagement on cost-of-living impacts given that a large proportion of its workforce in lower pay brackets are based in countries with high rates of inflation.

Our dialogue with Cintas covered cost-of-living challenges for employees, pay gap reporting, senior management, and board diversity. The company shared its approach to these topics, including details of internal training and development, positive results from a global employee engagement survey, how external compensation data is gained and monitored, and goals for executive compensation.

Outcomes

Cintas is aware that the low diversity among its board and senior leadership team is a concern, and it is working to improve the diversity of its talent pipeline. The company also confirmed that it internally tracks pay gap data but does not report it externally for competitive reasons.

In January 2024, Cintas announced the appointment of a new independent female board director, bringing additional HR and legal expertise to the board alongside a track record in building differentiated, high-performance workforce cultures.

Next Steps

We continue to track Cintas' progress on these topics, and encourage public disclosure of pay gap data.

 [1]Cintas – Sustainability Report

Memberships

Impax works collaboratively with industry organizations and our peers to shape the markets needed for the transition to a more sustainable economy to accelerate.

Here is a selection of our current memberships by theme:

Climate

- Carbon Disclosure Project (CDP)
- Ceres Investor Network
- Climate Financial Risk Forum (CFRF)
- Confederation of British Industry (CBI)
- Energy Transitions Commission (ETC)
- Farm Animal Investment Risk and Return Initiative (FAIRRI)
- Financing a Just Transition Alliance (FJTA)
- Glasgow Financial Alliance for Net-Zero (GFANZ)
- Global Impact Investment Network (GIIN)
- Institutional Investors Group on Climate Change (IIGCC)
- Investment Association (IA)
- Net Zero Asset Managers initiative (NZAM)
- Principles for Responsible Investment (PRI)
- ShareAction investor Decarbonization Initiative
- Sustainable Investments Institute
- Sustainable Markets Initiative
- Task Force on Climate-related Financial Disclosures (TCFD)
- Transition Plan Taskforce (TPT)

Nature

- Finance Sector Deforestation Action (FSDA)
- Investor Environmental Health Network (IEHN)
- Investor Policy Dialogue for Deforestation (IPDD)
- Natural Capital Investment Alliance (NCIA)
- Nature Action 100 (NA100)
- Principles for Responsible Investment (PRI) Spring
- Taskforce on Nature-related Financial Disclosures (TNFD)

People

- Investors Against Slavery and Trafficking, Asia Pacific (IAST APAC) Initiative
- Northeast Investors Diversity Initiative (NIDI)
- Race at Work
- ShareAction: Long-term Investors in People's Health Initiative (LIPH)
- Thirty Percent Coalition
- Women's Empowerment Principles
- Women in Finance

Governance

- Asian Corporate Governance Association (ACGA)
- Council of Institutional Investors (CII)
- Confederation of British Industry (CBI)
- Global ESG Benchmark for Real Assets (GRESB)
- Interfaith Center on Corporate Responsibility (ICCR)
- UK Sustainable Investment and Finance Association (UKSIF)
- International Corporate Governance Network (ICGN)
- Principles for Responsible Investment (PRI)
- Shareholder Rights Group
- The Investing and Saving Alliance (TISA)
- UK Stewardship Code (UKSC)
- The US Forum for Sustainable and Responsible Investment (USSIF)

Impax Asset Management Sustainability highlights 2023

Investments

49%

AUM invested in 'climate solutions'[1]

92%

AUM committed under NZAM that has 'transition aligned/aligning' climate management and disclosures[1]

Operational

97%

electricity from renewable sources across Impax offices[1]

2030
target is 100%

Stewardship & Advocacy[2]

25%

of engagement dialogues focused on climate-related issues in 2023

91%

climate-related shareholder proposals supported in 2023

Early adopter of TNFD recommendations

Became a member of **Nature Action 100+**

Contributed to **TPT asset management** sector guidance

[1]as of 12/31/2023. See page 3 for our definition of 'transition aligned/aligning'. [2]Our other areas of priority for stewardship and advocacy activities are Governance, Nature and People. See our Stewardship and Advocacy Report 2024 for full details of our activities in 2023.

Impax Asset Management
Equity, Diversity & Inclusion 2023

We believe that the transition to a more sustainable economy is closely linked to the transition to a more equitable society.

Equity, diversity & inclusion are critical:

1

to the success of the companies in which we invest

2

to our own organizational excellence

3

and in creating opportunity in the communities in which we operate

Gender overview 2023[1]

	Female	Male	Prefer not to disclose
Total company	47%	52%	2%
Board	57%	43%	0%
Executive Committee	33%	67%	0%
Senior staff	36%	62%	2%
Investment team	33%	66%	1%
Promotions	54%	46%	0%
Hires	49%	51%	0%

Self-reported, anonymous data collected in August and September 2023. Conducted by Impax, with an 86% response rate.

Ethnicity overview 2023[1]

	Asian	Black	Additional ethnic groups	White	Prefer not to disclose
Total company	15%	4%	6%	74%	2%
Board	0%	0%	0%	100%	0%
Executive Committee	0%	8%	0%	92%	0%
Senior staff	10%	1%	2%	85%	2%
Investment team	22%	1%	8%	67%	1%
Promotions	16%	2%	5%	77%	1%
Hires	14%	2%	9%	75%	0%

Self-reported, anonymous data collected in August and September 2023. Conducted by Impax, with an 86% response rate.

Goals and objectives

Previously, Impax had articulated two specific E,D&I goals for December 2025:

- That Impax's overall workforce gender mix should be circa 50% (48–52%) women
- The representation of women and racial/ethnic minorities in senior management, portfolio management, and client-facing roles should meaningfully exceed relevant industry averages in Impax's primary locations (UK and US)

Following good progress against these goals, we undertook a benchmarking exercise, analyzing our current profile, the markets in which we operate, and comparing ourselves with our peers. This has informed our refined and updated E,D&I goals, which we believe are more transparent and measurable.

For December 2027, we aim that:

- Impax's overall workforce should be 48%-52% women
- Impax's overall workforce should be 28%-32% minority ethnic
- Impax's senior staff[2] should be 38%-42% women
- Impax's senior staff should be 14%-18% minority ethnic

[1]Due to Impax's size and our focus on protecting employees' privacy and individually identifiable data, Impax's race and ethnicity categories with relatively few respondents have been aggregated for the purposes of external data reporting. As such, 'Additional ethnic groups' represents Hispanic or Latinx, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or More Races or Mixed Heritage, and other identities that staff have self-identified. [2]Impax's corporate level of "Director" and above

Impax Asset Management
In the Community 2023

Impax's Value of "Building a common future" recognizes that we have a responsibility to promote prosperity while protecting the planet. We are committed to sustainable development, and to stewarding our environmental and societal impact for the benefit of current and future generations.

Impax supports a small number of strategic community partners which align to our mission as specialists in the transition to a more sustainable economy. These partners support issues related to the environment and social inclusion, with a particular focus on education and green skills.

We aim to donate 0.5% - 1% of our pre-tax profit to support our community partners and charitable activity.
In our financial year 2023 we donated £504,933 to charitable causes (up from £287,382 in 2022).[1]

Impax's charitable partners include:

- Ashden is a London-based charity that champions applied, local energy solutions to reduce greenhouse gas emissions, protect the environment, combat poverty, and improve lives. Impax and Ashden have worked in partnership for a decade, with Impax sponsoring the Ashden Award for Climate Innovation in the UK. A team of Impax colleagues take part in the awards process each year, to help evaluate and judge award submissions, and provide ongoing mentoring and support to previous winners.
- Ceres is the leading US NGO addressing the world's greatest sustainability challenges through collaborations with leaders in business, government, and finance. Impax has partnered with Ceres for nearly a decade, providing programmatic support, grants, and in-kind assistance. This supports the team at Ceres in their research and analysis, and in ensuring their findings are heard by investment leaders and the public.
- Impax's support for ClientEarth is in its eighth year. As a non-profit environmental law organization, ClientEarth's team of lawyers fight the systems which restrict the planet's freedom, using the power of the law to create lasting impact and drive systematic change to protect the earth. They advise decision-makers on policy, train legal and judicial professionals and launch legal interventions.
- Groundwork is a federation of charities mobilizing practical community action on poverty and the environment across the UK. Our partnership supports 10 disadvantaged young people into jobs in the green economy in Yorkshire through the Green Jobs Pathfinder, aiming to create accessible pathways into entry-level green roles, increase the diversity of people pursuing green careers, and help 'left-behind' places to thrive through a green economy.
- Country Trust is one of the UK leading educational charities. The Impax Food Discovery Programme helps give 460 children in 10 schools the opportunity to get hands on with the living world, to learn practical skills, and to begin to discover where our food comes from, and how food, and food production is connected to health and sustainability.
- The Pax Scholarship Program honors our Pax World Funds heritage by awarding annual scholarships to three New Hampshire-based educational and non-profit institutions promoting sustainable finance, advancing women and girls, and fostering global peace. The programme aims to serve young leaders from around the world.

[1]UK Stewardship Code Statement, uk-stewardship-code.pdf (impaxam.com). As of 09/30/2023, we donated US$677,166 to charitable causes (up from $385,408 in 2022).

Sustainability characteristics

Here is how the Fund compares to a traditional benchmark and peers regarding a wider range of sustainability characteristics.

MSCI ESG Fund Rating*

MSCI ESG RATINGS

AA

CCC	B	BB	BBB	A	AA	AAA

Represents the aggregate ranking of the Fund's holdings as of 09/30/2024. Certain information © MSCI ESG Research LLC. Reproduced by permission; no further distribution. Produced by MSCI ESG Research as of 09/30/2024.

Morningstar Sustainability Rating™**

High

Sustainability Percentile Rank in Category: 2. Sustainability Score:16.65. Global Category:Global Equity Large Cap. Based on 99% of AUM out of a universe of 8,301 funds. Sustainability Score as of 08/31/2024. Sustainability Rating as of 08/31/2024.

Morningstar Low Carbon Designation™***

Low Carbon

Global Equity Large Cap of 08/31/2024

Based on 98% of AUM.

Source: Data as of 09/30/2024. Please see end of document for additional disclosures.

Appendix

Impax proprietary tool definitions

The Impax Environmental Markets taxonomy is a classification system that supports the identification of investment opportunities in companies delivering solutions to environmental and resource efficiency challenges. This equity market classification is defined as companies whose businesses and technologies focus on environmental markets, including alternative energy and energy management & efficiency; transportation solutions; water infrastructure & technologies; environmental services & resources; resource efficiency & waste management; digital infrastructure; and sustainable food & agriculture. As determined by Impax, equity securities of companies that derive significant revenues (i.e., at least 20% of revenues) by sales of products or services in these areas are classified as environmental markets.

The Impax Sustainable Infrastructure taxonomy is a classification system that supports the identification of investment opportunities in companies that provide the infrastructure essential for the transition to a more sustainable economy. This equity market classification defines sustainable infrastructure in two broad categories: 1. Resource Infrastructure, which includes New Energy, Water, Waste & Resource Efficiency, and Food and Agriculture sub sectors. 2. Social and Economic Infrastructure which includes Communications & Data, Buildings & Facilities, Transportation, Healthcare, Education, and Finance sub sectors. Companies must generate a minimum of 20% of their revenues from infrastructure-related activities as defined by this taxonomy.

The Impax Social Leaders taxonomy is a classification system that supports the identification of investment opportunities in companies that provide products or services that address societal challenges. This equity market classification is defined as companies who 1. derive at minimum 20% of revenues from “social markets,” meaning meeting basic needs, such as food, water, and shelter, or essential services, such as transportation and utilities; broadening economic participation by enabling access to education, jobs, financial services and/or digital services; or improving quality of life through accessible and affordable health care and wellness; and 2. also demonstrate positive behaviours through policies and programs that foster diverse, inclusive and equitable workplace cultures.

The Impax Climate taxonomy contains companies identified as typically having 50% or more of revenues in Mitigation and Primary Adaptation solutions, plus a limited amount of Secondary Adaptation solutions according to Impax’s Climate Opportunities Taxonomy. The stock-level revenue content is determined by the analyst responsible for the respective stock and confirmed and documented by a member of the Listed Investments Team with the specific universe management role.

The Impax Sustainability Lens (“Lens”) is a proprietary investment tool that is used to assess economic opportunities and risks associated with the transition to a more sustainable economy, in order to help our portfolio managers weight their portfolios toward sub-industries that we believe offer higher opportunity and lower risk.

Weighted average carbon intensity (WACI) methodology

Weighted Average Carbon Intensity (Tons CO2/$M Sales) is calculated using MSCI ESG Research company level research and measures exposure to carbon intensive companies. This figure represents the estimated greenhouse gas emissions per $1 million in sales across the proposed strategy's holdings. This allows for comparisons between portfolios of different sizes. A portfolio's weighted average carbon intensity is achieved by calculating the carbon intensity (Scope 1 + 2 Emissions / $M Sales) for each portfolio company and calculating the weighted average by portfolio weight.

At the company level, the carbon intensity (Scope 1 +2 Emissions/$M Sales) represents the company's most recently reported or estimated Scope 1 + Scope 2 greenhouse gas emissions normalized by sales in USD. MSCI ESG Research collects company-specific direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions data from company public documents and the Carbon Disclosure Project (CDP). If a company does not report GHG emissions, then MSCI ESG Research uses a proprietary methodology to estimate Scope 1 and Scope 2 GHG emissions. The data is updated on an annual basis. Scope 1 emissions are those from sources owned or controlled by the company, typically direct combustion of fuel as in a furnace or vehicle. Scope 2 emissions are those caused by the generation of electricity purchased by the company. For more information, visit https://www.msci.com/index-carbon-footprint-metrics

Carbon Intensity scores are determined by taking the market value of each security and company-level data to calculate the weighted average score at the portfolio level. The Fund and Index weighted average carbon intensity numbers are calculated by and sourced from FactSet, using MSCI ESG Research company-level data. As of 09/30/2024, the Fund weighted average carbon intensity was 70.69 vs. 111.72 for the benchmark. Data availability for the Fund is 95.00% by weight, and 49.80% of the benchmark by weight. Data availability for the Fund and benchmark may not add up to 100% due to the limited data availability within emerging markets.

Data source: Bloomberg. As of 09/30/2024, top ten holdings of Impax Global Opportunities Fund. Holdings subject to change.

Stock	Weight (%)
MICROSOFT CORP	4.27
ALCON INC	4.12
MASTERCARD INC - A	4.01
LINDE PLC	3.67
BOSTON SCIENTIFIC CORP	3.64
AIA GROUP LTD	3.63
THERMO FISHER SCIENTIFIC INC	3.4
SCHNEIDER ELECTRIC SE	3.24
MARSH & MCLENNAN COS	3.22
IQVIA HOLDINGS INC	3.01

SDG mapping methodology

The UN Sustainable Development Goals (SDGs) comprise a series of 17 sets of targets across a range of issues including poverty, inequality, climate change, clean water, gender inequality and other global challenges, to be met by the world's economies by 2030. Please refer to the SDGs for additional information. Impax Asset Management (Impax) uses the SDG framework to understand which current and potential portfolio companies are involved in activities that contribute towards addressing these critical global challenges.

Impax's methodology is based on identifying the portion of companies' revenues that relate to the targets and indicators within each Goal. Impax has mapped 51 categories (for a complete listing of the 51 revenue categories, please see p. 8 of the Impact @ Impax 2022 publication) of business activities linked to 11 of the 17 SDGs and their underlying targets and indicators. Impax focuses on those SDGs where the underlying targets of the Goal are relevant to private sector investment opportunities, rather than public funding or policy action.

Mapping of company revenues to the SDGs occurs annually at the end of each calendar year and is quantified based on portfolio company disclosures. The mapping is done on a global basis and does not differentiate between regions except in the case of financial services and telecom companies and their business activities relevant to SDG 8 (decent work and economic growth) and SDG 9 (industry, innovation and infrastructure) where Impax only focuses on company revenue generated in the least developed countries (LDCs). For business activities relevant to other SDGs the focus described by the SDG framework is predominantly 'global'. As such, Impax's methodology for measuring SDG-related revenue does not differentiate between geographic regions as the natural environment is regarded as a "global common."

Impax's investment process does not analyze alignment with SDGs as an investment objective or component of portfolio construction. Impax simply maps SDG-related revenue exposure for portfolio companies, which is instead a byproduct rather than a feature of the investment process.

Environmental impact and climate transition methodology

Impax Global Opportunities Fund

The relevant environmental metrics for all portfolio companies were measured where data was available or could be estimated. The analysis included all companies in which the strategies were invested as of 12/31/2023. At the time of preparation, Impax aimed to obtain the most recently available and commonly collected environmental data from investee companies. For approximately 80% of companies this was from 2023 reported information, and for the remainder of companies this was from previously reported information. The percentage owned in each underlying company (calculated based on the proportion of shares owned) as of 12/31/2023 was applied to measure the environmental benefit attributable to the strategies. These included:

Greenhouse gas (GHG) emissions, Scope 1, 2 and 3 (tons of CO_2e)

Greenhouse gas (GHG) avoidance (tons of CO_2e)

Renewable electricity generated (MWh)

Water treated, saved or provided (megaliters/gallons)

Materials recovered/waste treated (tons/tons)

The relevance of each metric was also assessed for each company based on its business activities.

Impax collected relevant data from company disclosures, including sources such as annual reports, CDP and sustainability reports. Where information was not available, Impax contacted companies to request additional disclosure, which in some cases produced additional relevant data.

However, some companies could not/did not provide information on several metrics. Impax therefore created estimates where robust data was obtained for these metrics:

- For missing Scope 1 and 2 GHG emissions data, Impax uses third party estimates for missing Scope 1 and 2 GHG emissions. Impax does not use estimates for Scope 3 GHG emissions.
- For missing environmental impact data, industry or academic data was sought in order to set robust assumptions. In cases where robust data could not be found, zero impact was reported for a company.

Impax strives to be conservative with estimates in an effort to ensure that positive impact is not overstated, or in the case of GHG emissions, avoided emissions are not overstated.

The below table summarizes the data that was available and estimated for companies in the strategy. The total number of companies in the strategy as of December 31, 2023 was 38.

The environmental impact of investments will always depend on the mix of underlying holdings and are thus subject to change. The information contained in this report is therefore specific to the date listed herein.

	Number of companies				
Metric estimated/ disclosed	for which the metric is relevant	for which the metric was available	for which the metric was estimated	For which metric relevant but not available	For which metric was not relevant
Avoided GHG emissions	24	11	7	6	14
GHG emissions	38	38	0	0	0
Materials recovered treated	2	2	0	0	36
Renewable electricity generated	7	7	0	0	31
Water provided saved treated	4	0	3	1	34

Disclosures and definitions

*The MSCI ESG Fund Rating is designed to assess the resilience of a fund's aggregate holdings to long term ESG risks. MSCI uses a rules-based methodology to identify industry leaders and laggards according to their exposure to ESG risks and how well they manage those risks relative to peers. Highly rated funds consist of issuers with leading or improving management of key ESG risks. The Fund ESG Rating is calculated as a direct mapping of "Fund ESG Quality Score" to letter rating categories. The MSCI ESG Quality Score assesses the resilience of a fund's aggregate holdings to long-term ESG risks. Highly rated funds consist of issuers with leading or improving management of key ESG risks, based on a granular breakdown of each issuer's business: its core product or business segments, the locations of its assets or revenues, and other relevant measures such as outsourced production. The MSCI ESG Quality Score is provided on a 0-10 scale, with 0 and 10 being the respective lowest and highest possible fund scores.

The MSCI ESG Quality Score is assessed using the underlying holding's Overall ESG Scores, Overall ESG Ratings, and Overall ESG Rating Trends. It is calculated in a series of 3 steps. Step 1: Calculate the Fund Weighted Average ESG Score of the underlying holding's Overall ESG Scores. The Overall ESG Scores represent either the ESG Ratings Final Industry-Adjusted Score or Government Adjusted ESG Score of the issuer. Methodology for the issuer level scores are available in the MSCI ESG Ratings Methodology document. Step 2: Calculate adjustment % based on fund exposure to Fund ESG Laggards (%), Fund ESG Trend Negative (%), and Fund ESG Trend Positive (%). Step 3: Multiply the Fund Weighted Average ESG Score by (1 + Adjustment %).

The MSCI ESG Ratings range from Leader, Average to Laggard. AAA, AA: Leader (Fund ESG Quality Scores: 8.6- 10: AAA, 7.1- 8.6: AA) - The companies that the fund invests in tend to show strong and/or improving management of financially relevant environmental, social and governance issues. These companies may be more resilient to disruptions arising from ESG events. A, BBB, BB: Average (Fund ESG Quality Scores: 5.7- 7.1: A , 4.3- 5.7: BBB, 2.9- 4.3: BB) - The fund invests in companies that tend to show average management of ESG issues, or in a mix of companies with both above-average and below-average ESG risk management. B, CCC: Laggard (Fund ESG Quality Scores: 1.4- 2.9: B, 1.4 and below: CCC) - The fund is exposed to companies that do not demonstrate adequate management of the ESG risks that they face or show worsening management of these issues. These companies may be more vulnerable to disruptions arising from ESG events. For more information, please visit www.msci.com/esg-fund-ratings.

**The Morningstar Sustainability Rating™ is intended to measure how well the issuing companies of the securities within a fund's portfolio holdings are managing their financially material environmental, social and governance, or ESG, risks relative to the fund's Morningstar Global Category peers. The Morningstar Sustainability Rating calculation is a five -step process. First, each fund with at least 67% of assets covered by a company-level ESG Risk Score from Sustainalytics receives a Morningstar Portfolio Sustainability Score. The Morningstar Portfolio Sustainability Score is an asset-weighted average of company-level ESG Risk Scores. The Portfolio Sustainability Score ranges between 0 to 100, with a higher score indicating that a fund has, on average, more of its assets invested in companies with high ESG Risk. Second, the Historical Sustainability Score is an exponential weighted moving average of the Portfolio Sustainability Scores over the past 12 months. The process rescales the current Portfolio Sustainability Score to reflect the consistency of the scores. The Historical Sustainability Score ranges between 0 to 100, with a higher score indicating that a fund has, on average, more of its assets invested in companies with high ESG Risk, on a consistent historical basis. Third, the Morningstar Sustainability Rating is then assigned to all scored funds within Morningstar Global Categories in which at least thirty (30) funds receive a Historical Sustainability Score and is determined by each fund's Morningstar Sustainability Rating Score rank within the following distribution: High (highest 10%), Above Average (next 22.5%), Average (next 35%), Below Average (next 22.5%), and Low (lowest 10%). Fourth, then Morningstar applies a 1% rating buffer from the previous month to increase rating stability. This means a fund must move 1% beyond the rating breakpoint to change ratings. Fifth, they adjust downward positive Sustainability Ratings to funds with high ESG Risk scores. The logic is as follows: If Portfolio Sustainability score is above 40, then the fund receives a Low Sustainability Rating. If Portfolio Sustainability score is above 35 and preliminary rating is Average or better, then the fund is downgraded to Below Average. If the Portfolio Sustainability score is above 30 and preliminary rating is Above Average, then the fund is downgraded to Average. If the Portfolio Sustainability score is below 30, then no adjustment is made. The Morningstar Sustainability Rating is depicted by globe icons where High equals to 5 globes and Low equals 1 globe. Since a Sustainability Rating is assigned to all funds that meet the above criteria, the rating it is not limited to funds with explicit sustainable or responsible investment mandates. Morningstar updates its Sustainability Ratings monthly. The Portfolio Sustainability Score is calculated when Morningstar receives a new portfolio. Then, the Historical Sustainability Score and the Sustainability Rating is calculated one month and six business days after the reported as-of date of the most recent portfolio. As part of the evaluation process, Morningstar

Continued on next page

Disclosures and definitions: continued

**The Morningstar Sustainability Rating™, continued

uses Sustainalytics' ESG scores from the same month as the portfolio as-of date. Please visit morningstar.com/content/dam/marketing/shared/research/methodology/SustainabilityRatingMethodology_2021.pdf for more detailed information about the Morningstar Sustainability Rating methodology and calculation frequency. Sustainalytics is an independent ESG and corporate governance research, ratings, and analysis firm. Morningstar, Inc. holds a non-controlling ownership interest in Sustainalytics.

***The Morningstar Low Carbon Designation is given to portfolios with low Carbon Risk Score and low levels of fossil fuel exposure. Morningstar calculates the Carbon Risk Score based on company-level carbon-risk assessments from Sustainalytics, a leading independent provider of ESG and corporate governance ratings and research. Morningstar calculates carbon metrics on a quarterly basis for any fund that has at least 67 percent of its portfolio assets covered by Sustainalytics' company-level carbon-risk research. The Carbon Risk Score is the asset-weighted sum of the carbon risk scores of its holdings, averaged over the trailing 12 months and displayed as a score and a category: 0 corresponds to the Negligible risk category; 0.10-9.99 = Low risk; 10-29.99 = Medium risk; 30-49.99 = High risk; and 50 or higher up to 100 = Severe risk. The Morningstar® Portfolio Fossil Fuel Involvement™ percentage is a portfolio's asset-weighted percentage exposure to fossil fuels, averaged over the trailing 12 months. The Low Carbon Designation is based on a fund's Carbon Risk Score and its Fossil Fuel Involvement percentage.

The Morningstar Low Carbon Designation is intended to allow investors to easily identify low-carbon funds across the global universe. The designation is an indicator that the companies held in a portfolio are in general alignment with the transition to a low-carbon economy. The Morningstar Portfolio Fossil Fuel Involvement percentage assesses the degree to which a portfolio is exposed to thermal coal extraction and power generation as well as oil and gas production, power generation, and products & services. To receive the designation, a portfolio must meet two criteria: a. A 12-month trailing average Morningstar Portfolio Carbon Risk Score below 10 and b. A 12-month trailing average exposure to fossil fuels less than 7% of assets, which is approximately a 33% underweighting to the global equity universe. Please visit morningstar.com/content/dam/marketing/shared/research/methodology/SustainabilityRatingMethodology_2021.pdf for more detail information about the Morningstar Low Carbon Designation and its calculation.

Low Carbon Designation as of 08/31/2024. Portfolio as of 09/30/2024. Category:Global Equity Large Cap. Based on 98% of AUM. Data is based on long positions only.

Important information

Risk:
Equity investments are subject to market fluctuations, the fund's share price can fall because of weakness in the broad market, a particular industry, or specific holdings. Emerging market and international investments involve risk of capital loss from unfavorable fluctuations in currency values, differences in generally accepted accounting principles, economic or political instability in other nations or increased volatility and lower trading volume. The Fund is actively managed. The investment techniques and decisions of the investment adviser and the Fund's portfolio manager(s), including the investment adviser's assessment of a company's ESG (Environmental, Social and Governance) profile when selecting investments for the Fund, may not produce the desired results and may adversely impact the Fund's performance, including relative to other Funds that do not consider ESG factors or come to different conclusions regarding such factors.

This material must be preceded or accompanied by a prospectus. Please read it carefully before investing. Investment return and principal value will fluctuate so that you may have a gain or a loss when you sell your shares.

You should consider a fund's investment objectives, risks and charges and expenses carefully before investing. Past performance is no guarantee of future results.

Impax Funds are distributed by Foreside Financial Services, LLC. Foreside Financial Services LLC is not affiliated with Impax Asset Management LLC.

Impax Asset Management makes its investment and related decisions pursuant to its independently determined policies and practices that seek to serve the risk management objectives and interests of its investors. Any and all engagement by Impax Asset Management with issuers and other market participants on sustainability issues are pursuant to, and consistent with, those independently determined policies and practices.

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