

Equity, Diversity & Inclusion at Impax

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

We are committed to using the tools we have as investors to address discrimination and inequity.

Equity, diversity & inclusion are critical:

1

To the success of
the companies in
which we invest

2

To our
**organizational
excellence**

3

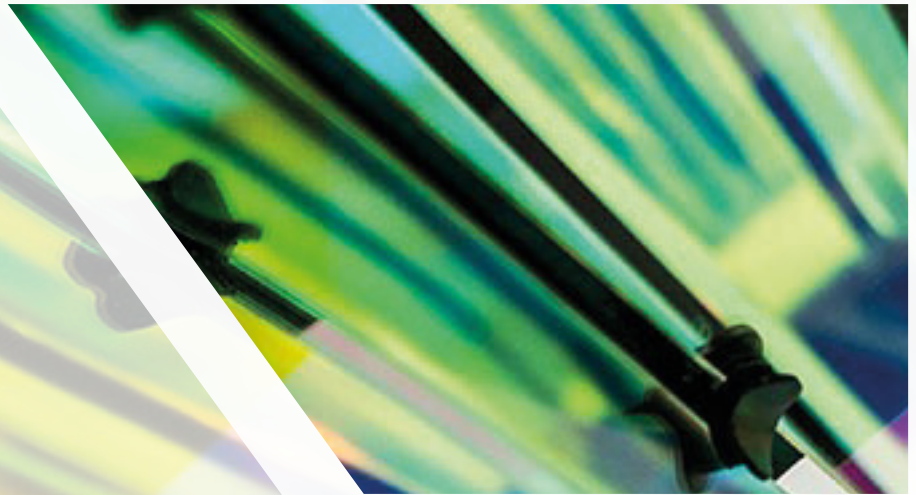
In creating
opportunity
in the **communities**
in which we
operate

1 "Accredited investor" within the meaning of OSC Rule 45-501, Canada.

1

Our investing and thought leadership¹

- We are committed to using the tools we have as **investors** to address discrimination and inequity.
- We invest in companies that are well positioned to benefit from the transition to a more sustainable economy, including companies that are **leaders on human capital issues**, through our women’s leadership and social leaders’ strategies.
 - E,D&I² continues to be central to our **investment and engagement process**: through consideration of diversity indicators in our fundamental ESG³ research, and through our established track record of principled proxy voting, successful company engagements and collaborative public policy.
 - We regularly publish **thought leadership** pieces related to E,D&I issues, including an annual review of the “Business Case for Diversity”.



1 For further information on investee company engagement, see our 2024 Stewardship & Advocacy Report: [Stewardship and Advocacy Report: 2024 - Impax Asset Management \(impaxam.com\)](https://www.impaxam.com/2024-stewardship-and-advocacy-report).

2 E, D&I is defined as equity diversity and inclusion.

3 ESG is defined as environmental, social and governance.

2

Our business⁴

- **Governance and accountability:** E,D&I is sponsored by a Non-Executive Director and the CEO. E,D&I metrics are incorporated into executives' annual performance scorecards.
- **Setting goals:** focus on women and minority ethnic ranges at company and senior staff level.⁵
- **Talent:** sponsoring inclusion at each stage of the employee lifecycle, including recruitment, promotion pathways, and retention.
- **Mentorship and coaching:** colleagues participate in inclusive third-party cross company and inhouse programmes.
- **Equity:** annual reporting of demographic progression, gender pay gap, promotion, and turnover metrics. Offering equitable and inclusive HR policies.
- **Inclusion and education:** active employee networks and Diversity Champions run regular events to promote awareness and understanding.

3

Creating opportunity: partnerships & impact⁶

- We partner with organizations focused on E,D&I, spotlighting the unique challenges faced by **women and minority ethnic individuals** within our industry.
- We offer **people from socially diverse backgrounds** the opportunity to work in the investment management space.
- We collaborate with our partners and suppliers on E,D&I issues.
- We are signatories of **Women in Finance and Race at Work** charters.⁷



4 Read about our approach to ED&I in our ED&I report, 2023: [Impax-Equity-Diversity-and-Inclusion-Report.pdf](#) (impaxam.com).

5 Corporate level of "Director" and above.

6 Details of our memberships can be found at: [Memberships - Impax Asset Management](#) (impaxam.com).

7 For more information about Women in Finance, see: [Women In Finance](#). For more information about Race at Work, see: [Race at Work Charter Signatories - Business in the Community](#).

Environmental, social, and governance (ESG) criteria are a set of standards for a company's operations that socially conscious investors use to screen potential investments. Environmental criteria consider how a company performs as a steward of nature. Social criteria examine how it manages relationships with employees, suppliers, customers, and the communities where it operates. Governance deals with a company's leadership, executive pay, audits, internal controls, and shareholder rights.

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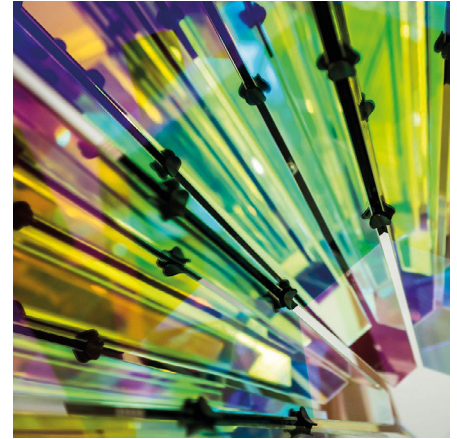
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