

Introducing Impax Asset Management

Investing in the transition to a more sustainable economy





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Why Impax?

Acknowledged global leader

We are one of the largest and longest established investors dedicated to investing in the transition to a more sustainable economy. We manage assets for some of the world’s largest asset owners.

Partnership with our clients

We are committed to outstanding levels of client service with comprehensive and transparent reporting. We also continue to evolve our thought leadership work, stewardship and engagement and our ground-breaking impact reporting.

Contributing to the development of a sustainable society

In line with our mission, sustainability is important to us. We aspire to run our business in line with best practices of governance, we focus on diversity and inclusion, and measure our own environmental footprint annually.

We value our commitment to our community partners who we support both financially and through direct participation.

US\$45bn+

of assets under management¹

270+

employees in offices globally

24+ years

of specialist investment experience

80+

investment team members (UK, EU, US, HK)

¹ As of 31.12.2022. Assets under advice represent ~2%.



Investment philosophy

Founded in 1998, Impax Asset Management has pioneered investment in the transition to a more sustainable global economy and today is one of the largest investment managers dedicated to this area.

We believe

capital markets will be shaped profoundly by global sustainability challenges, particularly climate change, environmental pollution, natural resource constraints, demographic and human capital issues such as equity, diversity and inclusion.

These trends will drive growth for well-positioned companies and create risks for those unable or unwilling to adapt.

Fundamental analysis which incorporates long-term risks, including environmental, social and governance (ESG) factors, enhances investment decisions.

We invest

in companies and assets that we believe are well positioned to benefit from the shift to a more sustainable global economy. We seek higher quality companies with strong business models and governance that demonstrate sound management of risk.

We offer

a suite of investment solutions spanning multiple asset classes, aiming to deliver superior risk-adjusted returns over the medium to long term.

We seek higher quality companies, with strong business models and governance, that demonstrate sound management of risk.



Values and mission

Investing in the transition to a more sustainable economy

Our values

Be the solution

Our core focus and motivation is to offer solutions. It defines the investment approach we offer our clients, the contribution we make to the broader global community and the attitude we bring to work each day.

Doing better together

We believe we can do far more, far better, by working together as a team. True collaboration means treating others as we want to be treated. We value and respect our colleagues, clients and partners, their families and the wider community. We are all interconnected and cannot hope to succeed alone.

A passion for excellence

We are passionate about our mission and our work. We strive for excellence in everything we do. We hold ourselves to high standards and trust each other to share these aspirations and contribute to the results.

Building a common future

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.

All voices valued

We make better decisions if we are diverse and inclusive. All voices are welcomed and all voices are heard. We aspire to a dynamic culture that embraces change and inspires the evolution of new ideas.

Mission statement

To generate superior, risk-adjusted investment returns from opportunities arising from the transition to a more sustainable economy for clients with a medium to long-term horizon.

To make a contribution to the development of a sustainable society, particularly by supporting or undertaking relevant research and engaging or collaborating with others.

To provide a stimulating, collaborative and supportive workplace for our staff.



Investment solutions: underpinned by proprietary tools

Investment offerings may not be available to, and may not be suitable for, all investors.

At Impax, every strategy is designed to intentionally allocate clients’ capital towards a more sustainable economy.

Investment offerings may not be available to, and may not be suitable for, all investors.





Impax in your region



Throughout Europe, Asia-Pacific and North America, we have successful long-term relationships with a number of distribution partners.

Distribution partners. Impax branded.

Products mentioned on this page are distribution vehicles made up of different fund offerings. Not all vehicles are available in all regions.



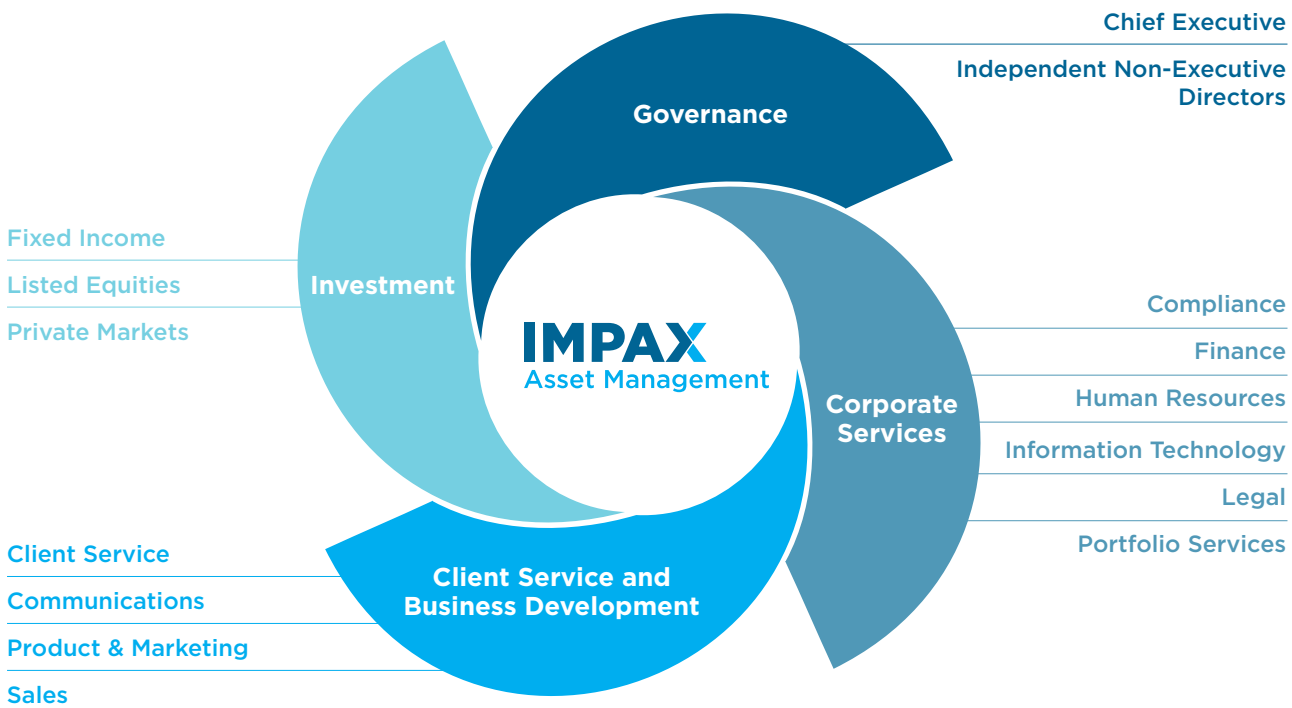
Our team

Impax has a collegial working culture. Our highly experienced team is made up of individuals with diverse backgrounds, bringing together complementary skills and experience.

Our team’s skills, experience and commitment are both our greatest assets and the cornerstones of our business. We value everyone in the Impax community as an individual and foster an environment where employees feel engaged, motivated and enjoy their work. We believe this ultimately enhances our creativity and problem solving, the quality of our risk management, our client understanding and our decision making.

Maintaining a supportive and empowering culture, as well as providing a good working environment, is key to the engagement and retention of our staff. As such, we invest significantly in our people, including through continuous professional development, formal qualifications and wellness initiatives.

We firmly believe that the diversity of our people and the promotion of equal opportunities is key to enhancing our success. We actively seek to hire people from different backgrounds who bring divergent skill sets to our business. An example of this is our investment team. As well as highly experienced portfolio managers and financial analysts with regional and sector expertise, the team also comprises former business analysts, bankers, venture capitalists, scientists and policy specialists. Several of our staff have leadership roles within organisations that promote the transition to a more sustainable economy.



We firmly believe that the diversity of our people and the promotion of equal opportunities is key to enhancing our success.



Executive Committee

The Impax Executive Committee is responsible for setting the strategic direction of the business.

It is a group that includes a mix of professionals with highly relevant skills, backgrounds and many years of experience working at the intersection of investment management, policy and science in international markets.

Executive Committee (continued)



Ian Simm
Founder and Chief Executive



Hubert Aarts
Deputy Chief Investment Officer, Listed Equities



Mary Alexander
Chief People Officer



Lisa Beauvilain
Head of Sustainability & Stewardship



Catherine Bremner
Chief Strategy and Operations Officer



Meg Brown
Chief Product and Marketing Officer



Ed Farrington
Head of Distribution, North America



Charles French
Deputy Chief Investment Officer, Listed Investments



Bruce Jenkyn-Jones
Chief Investment Officer, Listed Investments



Darren Johnson
Chief Operating Officer



Joseph Keefe
President, North America



Karen Cockburn
Chief Financial Officer



Daniel von Preyss
Head of PE/Infrastructure



Paul Voute
Head of Distribution, Europe & Asia-Pacific



Zack Wilson
Group General Counsel



Equity, diversity and inclusion at Impax



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



Equity, diversity and inclusion are critical to our own organisational excellence, to the success of the companies in which we invest, and in creating opportunity in the communities in which we operate.

Our investments

- We invest in companies that are well positioned to benefit from the transition to a more sustainable global economy, including companies that are leaders on human capital issues such as equity, diversity and inclusion. Impax is a pioneer in gender lens investing.
- We engage with the companies in our investment portfolios to press for greater diversity on their leadership teams and equal pay for all staff irrespective of gender or race.
- We withhold votes from companies that we believe lack sufficient diversity on their boards.

Our business

- Our equity, diversity and inclusion (ED&I) vision is to continue to build an inclusive, equitable culture where everyone feels they belong, are valued as an individual, and can thrive.
- We remain focused on increasing the number of women and racial and ethnic minorities, especially at senior levels, and to equal pay across the firm.
- Our priorities include:
 - Setting goals and providing tools for managers to promote accountability for ED&I progress.
 - Extending the potential talent pool in recruitment and engaging with recruiters with a strong track record when it comes to diversity.
 - Gathering data directly and confidentially from employees and candidates across different facets of diversity and analysing results.
 - Increasing initiatives around inclusion, education and communications.

Partnerships and social impact

- We partner with organisations focused on ED&I, spotlighting the unique challenges faced by women and minorities within our industry.
- We offer young people from socially diverse backgrounds the opportunity to work in the investment management space.
- We encourage our colleagues to play an active role in the community – for the benefit of both our business and society.



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



Net zero and the role of the asset management sector

We support the growing consensus that the asset management sector can best contribute to meeting the goals of the Paris Agreement in three ways:



1
Pricing climate risk accurately
Adjusting portfolios, screening-out fossil-fuel investments and using tools to minimise exposure to transition risks.

2
Engaging carbon-intensive companies
Identifying priority sectors/companies and engaging on detail of transition plans.

3
Investing in climate solutions
Generally calculated as a share of AUM, linked to definitions of green/taxonomies, with avoided emissions as a key metric of impact.



Read about how we identify, assess and manage climate-related risks and opportunities in our 2022 TCFD Report.



As a signatory of the Net Zero Asset Managers initiative (NZAM), we support the goal of net-zero emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5°C.²

The initiative is well aligned with our existing investment philosophy and our 24+ years’ experience as a specialist investor in climate solutions.

Our approach to the Paris Agreement

Our investments

- Impax has over 20 years’ experience investing in companies delivering environmental solutions
- We invest in companies benefitting from the transition to net-zero emissions in line with the Paris Agreement and the shift to a more sustainable economy
- Our impact reporting includes Scope 1, 2, 3 emissions, as well as those avoided by the use of our portfolio companies’ products and services³
- We engage with companies about exposure to climate risks arising from carbon emissions and physical climate impacts and encouraging them to build their climate resilience, following the TCFD framework
- As an NZAM signatory, our aim is for 100% of committed AUM to be “transition aligned” or “transition aligning” related to climate management and process by 2030. Committed AUM consists of all actively managed listed equities and private equity investments which represent 92% of AUM. At least 50% of committed AUM will be classified as aligned. Impax’s approach is informed by the PAII Net Zero Investment Framework⁴ and is influenced by the SBTi Portfolio Coverage Approach

Policy, advocacy and partnerships

- Impax collaborates with clients and stakeholders for further policy action to incentivise a low-carbon economy

- We are in regular dialogue with UK, US and EU legislators on climate policy
- We are members of climate-focused organisations and initiatives including:
 - CDP
 - Ceres
 - Climate Financial Risk Forum
 - Financial Sector Deforestation Action initiative
 - Energy Transitions Commission
 - GFANZ (Glasgow Financial Alliance for Net Zero)
 - IIGCC
 - Net Zero Asset Managers Initiative
 - Natural Capital Investment Alliance
 - UK Sustainable Investment and Finance Association
- We support charities and non-profits focused on climate action including Ashden, ClientEarth, Ceres, and WRI

Our operations

- We are committed to reducing our operational emissions; Scope 1, 2 & 3
- 97% of our offices’ electricity is already from renewable sources against a target of 100%⁵
- We substitute short-haul air travel and favour video conference meetings whenever practical
- We support and advocate for TCFD reporting recommendations and will continue to measure and report carbon emissions and avoidance in line with best practices

² Impax’s NZAM submission: <https://www.netzeroassetmanagers.org/signatories/impax-asset-management/>
³ Impact @ Impax 2022 Report includes CO₂ emission and avoidance reporting for c.90% of AUM as of 31st December 2021.
⁴ IIGCC Paris Aligned Investment Initiative, Net Zero Investment Framework 1.5C Implementation Guide: https://www.parisalignedinvestment.org/media/2021/03/PAII-Net-Zero-Investment-Framework_Implementation-Guide.pdf
⁵ Impax Annual Report 2022



Beyond the pursuit of financial returns

By intentionally allocating our clients’ capital towards areas of the market that are providing solutions to sustainability challenges, we support the positive environmental impacts delivered by our portfolio companies.

Beyond the pursuit of financial returns we focus on four broader areas:

1 Our corporate engagement and stewardship activity aims to enhance our understanding of investment risk.



164 companies engaged with during 2021

204 engagement meetings during 2021

47% of our company engagements in 2021 led to positive outcomes⁶ directly related to the objectives we set

13% of engagements in 2021 led to positive outcomes⁶ that we believe were largely driven by Impax’s engagement efforts

⁶ Positive outcomes are classified as “some progress” or “milestone progress” as assessed by Impax against engagement objectives. Engagement objectives are company specific and based on concerns or areas of weakness identified through fundamental in-house ESG analysis. In 2021, our engagement focused on four primary areas: Climate, Human Capital Management (including E,D&I), Sustainability Risk Management and Corporate Governance. Engagement status and outcomes are determined using a combination of public information and direct conversations with the portfolio companies and issuers with which we engage. Source: Impax Engagement and Policy Advocacy Report 2022.

2 We disclose, through our annual impact reporting, the quantified environmental benefits linked to our clients’ investments in our portfolio companies.

We share data on carbon emissions avoided, renewable energy generated, water treated and materials/waste treated.



3 We strive to influence policy outcomes that support solutions to environmental and social challenges.

Through our policy and advocacy activities we collaborate closely with a broad network, including the scientific community, industry bodies, and not-for-profit organisations.



4 We publish thought leadership that provides value-added insights to our clients and partners.





Impax in the community

Our value of ‘Building a common future’ recognises that we have a responsibility to promote prosperity while protecting the planet.

We support organisations that are aligned with our mission and have established multi-year partnerships focused on climate and on equity, diversity and inclusion with Ashden, ClientEarth, Ceres, Toigo and Diversity Project.

All colleagues have access to matched giving schemes. In 2022, Impax was awarded a Gold Quality Mark for our colleagues’ participation in the UK’s ‘Give As You Earn’ scheme.

Our US division has established a donor-advised fund that supports organisations that prioritise women’s empowerment, environmental conservation and local communities.

All Impax employees are given paid leave to volunteer and Impax pledges to match all staff charitable donations up to £600 or US\$750 a year.



We encourage our colleagues to play an active role in the community – for the benefit of both our business and society.



Global Clean-Up Day



Volunteering at Neighbor to Neighbor - a non-profit organisation



Volunteering session at GrowNYC





Important information

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THE NEXT ECONOMY IS SUSTAINABLE

Are your investments changing?
Find out more at impaxam.com

IMPAX
Asset Management



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