Baillie Gifford™

Stewardship Report
Year ended 31 March 2025

International Growth

For professional use only.

Risk factors

The views expressed should not be considered as advice or a recommendation to buy, sell or hold a particular investment. They reflect opinion and should not be taken as statements of fact nor should any reliance be placed on them when making investment decisions.

This communication was produced and approved in September 2025 and has not been updated subsequently. It represents views held at the time of writing and may not reflect current thinking.

Potential for profit and loss

All investment strategies have the potential for profit and loss, your or your clients' capital may be at risk. Past performance is not a guide to future returns.

This communication contains information on investments which does not constitute independent research. Accordingly, it is not subject to the protections afforded to independent research, but is classified as advertising under Art 68 of the Financial Services Act ('FinSA') and Baillie Gifford and its staff may have dealt in the investments concerned.

Legal notice

MSCI makes no express or implied warranties or representations and shall have no liability whatsoever with respect to any MSCI data contained herein. The MSCI data may not be further redistributed or used as a basis for other indexes or any securities or financial products. This report is not approved, endorsed, reviewed or produced by MSCI. None of the MSCI data is intended to constitute investment advice or a recommendation to make (or refrain from making) any kind of investment decision and may not be relied on as such. Certain information contained herein (the 'Information') is sourced from/copyright of MSCI Inc., MSCI ESG Research LLC, or their affiliates ('MSCI'), or information providers (together the 'MSCI Parties') and may have been used to calculate scores, signals, or other indicators. The Information is for internal use only and may not be reproduced or disseminated in whole or part without prior written permission. The Information may not be used for, nor does it constitute, an offer to buy or sell, or a promotion or recommendation of, any security, financial instrument or product, trading strategy, or index, nor should it be taken as an indication or guarantee of any future performance. Some funds may be based on or linked to MSCI indexes, and MSCI may be compensated based on the fund's assets under management or other measures. MSCI has established an information barrier between index research and certain Information. None of the Information in and of itself can be used to determine which securities to buy or sell or when to buy or sell them. The Information is provided 'as is' and the user assumes the entire risk of any use it may make or permit to be made of the Information. No MSCI Party warrants or guarantees the originality, accuracy and/or completeness of the Information and each expressly disclaims all express or implied warranties. No MSCI Party shall have any liability for any errors or omissions in connection with any Information herein, or any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages.

All information is sourced from Baillie Gifford & Co and is current unless otherwise stated.

The images used in this communication are for illustrative purposes only.

Baillie Gifford™

CS2614178 International Growth Stewardship Report 0725 - Digital
Ref: 164311

Contents

Our stewardship principles

Baillie Gifford's overarching ethos is that we are 'Actual' investors. That means we seek to invest for the long term. Our role as an engaged owner is core to our mission to be effective stewards for our clients. As an active manager, we invest in companies at different stages of their evolution across many industries and geographies, and focus on their unique circumstances and opportunities. Our approach favours a small number of simple principles rather than overly prescriptive policies. This helps shape our interactions with holdings and ensures our investment teams have the freedom and retain the responsibility to act in clients' best interests. Where possible we consider all asset classes within the framework of our stewardship activities. We seek to apply the most appropriate ownership tools to each holding in delivering our objectives. For more information about how we live these principles please see our ESG integration approach, found on the Baillie Gifford **website**.

Long-term value creation

We believe that companies that are run for the long term are likely to be better investments over our clients' time horizons. We encourage our holdings to be ambitious, focusing on long-term value creation and capital deployment for growth. We know events will not always run according to plan. In these instances we expect management to act deliberately and to provide appropriate transparency. We think helping management to resist short-term demands from shareholders often protects returns. We regard it as our responsibility to encourage holdings away from destructive financial engineering towards activities that create genuine value over the long run. Our value will often be in supporting management when others don't.

Alignment in vision and practice

Alignment is at the heart of our stewardship approach. We seek the fair and equitable treatment of all shareholders alongside the interests of management. While assessing alignment with management often comes down to intangible factors and an understanding built over time, we look for clear evidence of alignment in everything from capital allocation decisions in moments of stress to the details of executive remuneration plans and committed share ownership. We expect companies to deepen alignment with our clients, rather than weaken it, where the opportunity presents itself.

Governance fit for purpose

Corporate governance is a combination of structures and behaviours; a careful balance between systems, processes and people. Good governance is the essential foundation for long-term company success. We firmly believe that there is no single governance model that delivers the best long-term outcomes. We therefore strive to push back against one-dimensional global governance principles in favour of a deep understanding of each company we invest in. We look, very simply, for structures, people and processes which we think can maximise the likelihood of long-term success. We expect to trust the boards and management teams of the companies we select, but demand accountability if that trust is broken.

Sustainable business practices

A company's ability to grow and generate value for our clients relies on a network of interdependencies between the company and the economy, society and environment in which it operates. We expect holdings to consider how their actions impact and rely on these relationships. We believe long-term success depends on maintaining a social licence to operate and look for holdings to work within the spirit and not just the letter of the laws and regulations that govern them. Material factors should be addressed at the board level as appropriate.

Case study: WiseTech Global

In October, 2024, media reports alleged the founder and CEO of WiseTech, Richard White, had engaged in inappropriate personal conduct. Concerned with the implications of Mr White's continued involvement and the company's culture, we engaged with the chair of the board, Richard Dammery, to discuss his thoughts and the board's intentions going forward. We found the call helpful, however, by February 2025, relations within the board deteriorated to the extent that Mr Dammery and three other independent directors resigned, citing irreconcilable differences over Mr White's future role.

We then held a call with Mr White and interim CEO Andrew Cartledge, to discuss these developments. We explored White's new position as executive chair, his perspective on succession planning, and the challenges of recruiting independent directors amidst heightened media scrutiny. We also reflected on past examples of successful leadership transitions. The discussion deepened our understanding of recent events and enabled us to share our view directly with Richard White: while his continued presence may be beneficial to clients, it must be supported by a strengthened governance framework. A successful long-term investment in WiseTech relies on it emerging as a stronger organisation by the time White eventually steps back, with restored governance and trust.

This is a stewardship priority that we expect to continue for a number of years. After the reporting date we held a call with Andrew Harrison, newly appointed lead independent director and former chair of the board, to better understand how the reconstruction of the board has been going. Calls like these are helpful inputs for our overall conviction in WiseTech's probability of success on our investment time horizon.

International Growth's approach to stewardship

For International Growth, stewardship comprises two ideas. Our role as a responsible owner, and the role of the companies in which we invest as responsible operators. Good stewardship is about having clarity around these two roles and aligning expectations.

As responsible owners – what companies can expect from us

When we appear on a company's shareholder register, they should know that as a responsible owner, they can expect the following from us:

We are long-term and engaged owners

We are long-term because we believe it is the best way for us to add value for our clients.

We are engaged because every investment decision is based on in-depth research and an abundance of choices—we don't have accidental or incidental holdings. Every interaction with us should demonstrate our care and commitment. We are not operators, so we cannot tell a company what to do, but we are not ignorant, so we can share an educated perspective.

We invest in holistic businesses

We invest in businesses, and those businesses are more than their financial statements. They are actual things, out in the world, having impacts and consequences. They delight customers, out-compete rivals, and catch the attention of regulators. They grow and they fail, in a way that is captured after the fact in the accounts. Understanding how holistic businesses grow and succeed in the long term is crucial to our ability to add value for our clients.

We lean into uncertainty and trade-offs

The further you turn your attention towards the future, the greater the uncertainty you must contend with. That is our greatest challenge and our most profound opportunity. One of the ways we navigate this is by identifying trade-offs. We cannot spend our time on everything, and we cannot be everything to all people. The important thing is to be upfront about those trade-offs, and consistently pragmatic about the uncertainty inherent in our role as investors on our clients' behalf.

As responsible operators – what we expect from companies

They are long-term, deliberate, and thoughtful

Companies that are run for the long term are likely to be better investments for our clients' time horizons. When you have a long-term time horizon you see that as the situation changes the best course of action will change. Sometimes the right choice is to invest for growth, sometimes it is to cut costs, and sometimes to issue equity. The important thing is that whatever the decision, it is deliberate and thoughtful, meaning they haven't had their decision tree trimmed by external short-term agents.

They conduct themselves as holistic businesses

The ability for a company to grow and generate value for our clients is reliant on a network of interdependencies between that company and the economy, society and environment it operates in. Responsible conduct means being attentive to these relationships and fostering mutually beneficial dynamics that are resilient in the long term.

They seek to always increase alignment with our clients

Alignment is more than shareholding and agency costs. It is about perspective. How you calibrate what is vital from what is negotiable. Having a bias to growth, experimentation, and being counter-consensus. Where the opportunity presents itself, we expect companies to deepen alignment with our clients rather than weaken it.

These are fundamental expectations which characterise our approach to stewardship. But they are contours, not content. The precise detail of how these expectations are lived will differ depending on the company in question. They will also change for a given company as it grows and thrives.

Crucially, all of this is about delivering returns for our clients, it is the impetus for our stewardship and ultimately the measure of our success.

Engagement examples

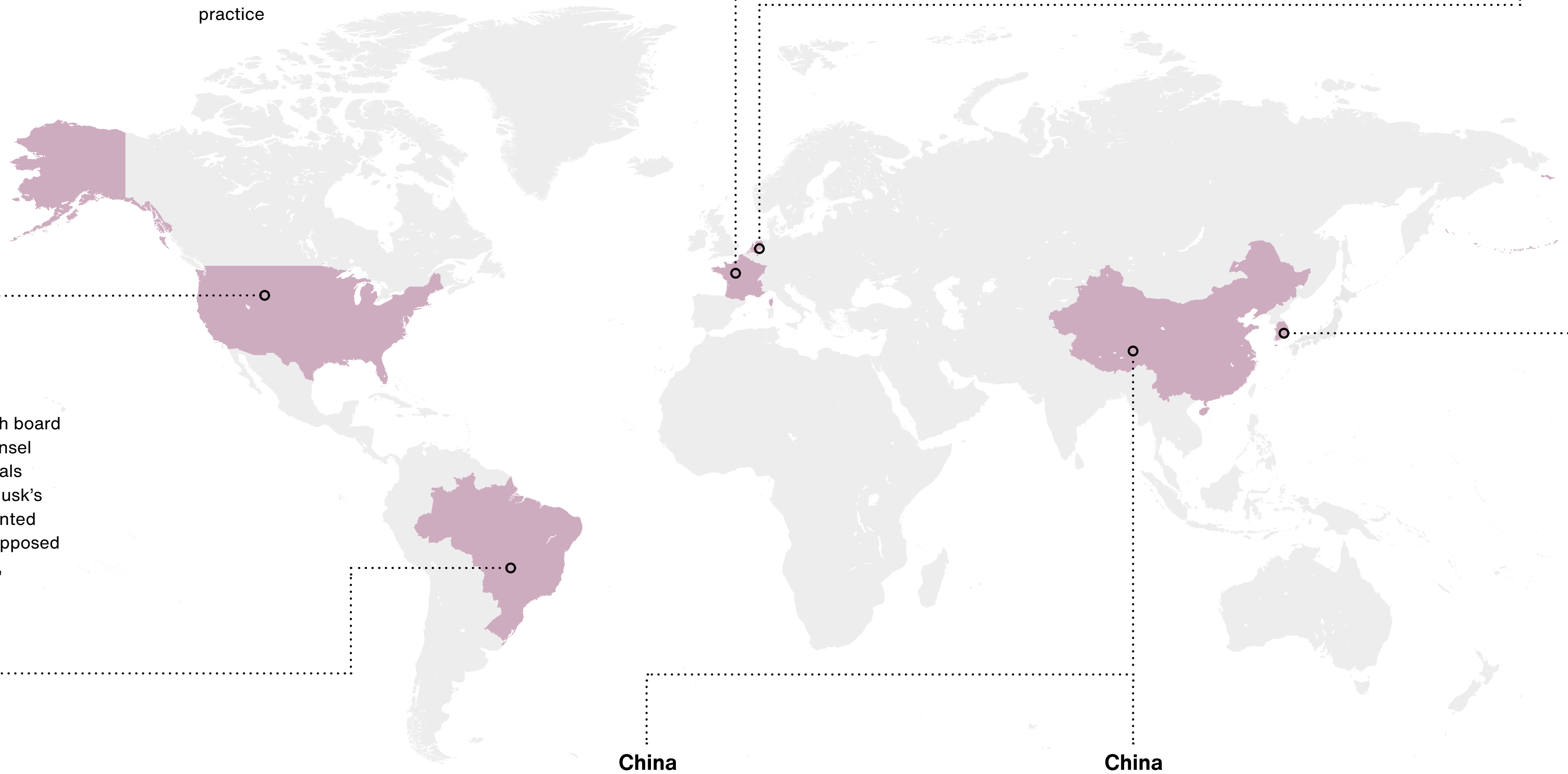
We use our stewardship principles to frame our engagements. The map below contains examples of how we apply the principles in practice across regions and ESG topics.

1 Long-term value creation

2 Alignment in vision and practice

3 Governance fit for purpose

4 Sustainable business practice



France

Soitec 2 3

We spoke with the chair of the remuneration committee, Delphine Segura Vaylet, following the AGM to raise concerns over the complexity of executive pay and low ownership thresholds. Delphine welcomed our feedback and requested our updated remuneration principles. The discussion was constructive and promotes ongoing dialogue between both parties on governance of executive pay.

Netherlands

Adyen 1 2 3

We met with senior management, including newly appointed chief technology officer Tom Adams, to discuss the aspects of the organisation that are undergoing change, for example in breaking down silos across the organisation, and the elements of their culture that they are deliberately maintaining. This discussion on strategic direction and operational execution reinforced our confidence in Adyen's potential upside from here.

ASML 1 2

We visited ASML's Eindhoven facility to meet new CEO Christophe Fouquet and senior executives. Fouquet's vision of distributed leadership and customer-centric strategy, alongside plans to reduce cost per exposure, marked a thoughtful evolution. The engagement reinforced our confidence in the company's long-term strategy and ability to navigate industry complexity.

USA

Tesla 2 3

Ahead of Tesla's 2024 AGM, we spoke with board chair Robyn Denholm and the general counsel to understand the rationale behind proposals to reincorporate in Texas and ratify Elon Musk's 2018 award. These discussions, supplemented with legal input, informed our voting. We opposed reincorporation and supported ratification, recognising strategic implications.

South Korea

Coupang 2 3 4

We met with the Investor Relations team to discuss Coupang's approach to emissions disclosure and workforce practices. While cautious about premature public disclosure, the company acknowledged the importance of transparency and is considering publishing long-term injury frequency rates (LTIFR). Discussion of labour practices highlighted their focus on safety and sustainable operations, and we will continue to monitor the development of their climate disclosure narrative closely in future engagements.

Brazil

MercadoLibre 1 2 3 4

Engagements with MercadoLibre's senior leadership in 2024 confirmed a shared focus on building long-term digital and financial infrastructure across Latin America. Reinvestment in logistics, fulfilment, and fintech is being prioritised over short-term gains. Management emphasised a disciplined risk approach, avoiding fractional banking and scaling credit cautiously amid volatility. MercadoLibre's sustainability efforts are visible in its logistics strategy, with investments in fulfilment centres, routing tech, and automation to improve efficiency while reducing cost and environmental impact.

China

Tencent 3 4

We engaged with Tencent to better understand its data governance practices and social impact initiatives. The company has enhanced transparency and reiterated its commitment to privacy standards. We also discussed its RMB 10 billion youth science programme. Our engagement affirmed Tencent's proactive approach to stakeholder collaboration and evolving global expectations.

China

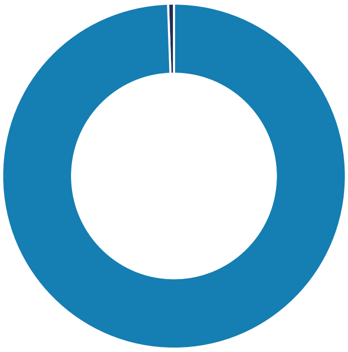
PDD 2 3

PDD is one of China's largest e-commerce platforms and has experienced remarkable growth, but its publicly available disclosures and communications with investors has proven at times challenging. We engaged with PDD to discuss its VIE structure and emissions-related disclosures. Management talked us through how they understand the benefits of their particular VIE structure, particularly the relative simplicity compared to peers, and their internal efforts to develop emissions disclosures.

Proxy voting

Examples

Elect Director(s)

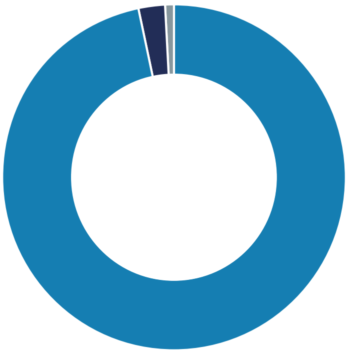


●	For	99.7%
●	Against	0.3%
●	Abstain	0.0%

Election of Directors - Delivery Hero

Delivery Hero is a global online food ordering and delivery platform. We voted against the election of an activist investor to the board despite the board recommending that shareholders support their election. This decision followed engagement with the company, during which we discussed this director's contributions to the board's work.
We believe involving this activist in the governance of the company risks shortening time horizons and would prefer board representation to be broadly proportional to economic interest.

Remuneration

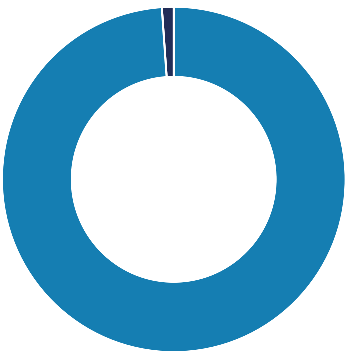


●	For	97.0%
●	Against	2.3%
●	Abstain	0.8%

Remuneration – VAT Group

VAT Group is a Swiss industrial company specialising in the development, manufacturing, and supply of high-end vacuum valves, vacuum systems, and related services. Following engagement with the company, we voted against the remuneration report due to concerns with the potential for threshold payouts for relative underperformance.

Capital authorities



●	For	99.0%
●	Against	1.0%
●	Abstain	0.0%

Capital Authorities – Wizz Air

Wizz Air is a Hungarian ultra-low-cost carrier group headquartered in Budapest and listed on the London Stock Exchange. We voted against a capital authority to disapply pre-emption rights due to concerns that the requested authority was in excess of what we would reasonably expect the company to use. The resolution subsequently failed to receive sufficient support to pass.

International Growth and climate

International Growth adds value for clients by being patient owners of exceptional growth companies. To do our job well we must adhere to a long-term time horizon, and the sustainability of a business's activities is a direct function of that time horizon. Therefore, climate change is a potentially material factor in the context of investment returns, for both upside and downside, across our portfolio. International Growth's work on climate is focused on two points of integration:

- **Opportunity** – The transition will present opportunities for value creation that meet the growth and quality profile we look for in potential holdings. Integrating climate into our investment process must help us identify these potential outliers. Chinese EV company BYD, Lithium mining company Ganfeng Lithium, and Italian high voltage cable company Prysmian are good examples of these.

- **Potential** – There will be companies who are not themselves driving the transition but for whom the success or otherwise of the transition will be relevant to their ability to grow. Assessing a company's alignment with different climate futures is about better calibrating the probability of outlier returns. Examples of companies where their upside might be influenced by different climate scenarios include semiconductor foundry TSMC, low-cost airline Wizz Air, and Swedish industrial tools and equipment manufacturer Atlas Copco.

Importantly, our role is not to run away from risk but to strive to be deliberate and thoughtful about the risks we are taking on behalf of our clients. In this sense, climate is no different to any other macro factor that might affect both individual holdings and the portfolio as a whole. Our approach to climate is therefore tightly integrated with our investment process, which in turn reflects our philosophy and broader stewardship approach.

Key climate metrics

As at 31 March 2025

Emissions Metrics

Total carbon emissions from assets held by the portfolio

The total emissions of the portfolio represent the absolute greenhouse gas emissions from assets held, allocated on a proportional basis. This means a portfolio holding 1% of a company's enterprise value would be attributed 1% of the company's emissions. This metric will vary due to portfolio size and is therefore not recommended for direct comparison with other portfolios.

		Portfolio	
	2023	**2024**	**2025**
Total Scope 1&2 emissions (tCO2e)	14,871	18,743	31,794
Total Scope 3 emissions (tCO2e)	382,301	336,649	261,288
Total Scope 1,2 & 3 emissions (tCO2e)	397,172	355,392	293,082

Source: Baillie Gifford, MSCI.

Carbon footprint of the portfolio

The carbon footprint of the portfolio represents the aggregated GHG emissions per million $ invested and allows for comparisons of the carbon intensity of different portfolios.

	Portfolio			Benchmark		
	2023	**2024**	**2025**	2023	2024	2025
Scope 1&2 emissions (tCO2e) per $m invested	5	6	11	84	82	74
Scope 1,2&3 emissions (tCO2e) per $m invested	135	118	101	605	585	538

Source: Baillie Gifford, MSCI.

Weighted average carbon intensity (WACI) of the portfolio

The WACI of the portfolio represents the aggregated carbon intensities per $m revenue of the companies in a portfolio, scaled by size of holding. The WACI metric therefore helps measure a portfolio's exposure to high carbon intensity companies and can be used for comparisons with other portfolios.

	Portfolio			Benchmark		
	2023	**2024**	**2025**	2023	2024	2025
Scope 1&2 emissions (tCO2e) per $m invested	19	26	29	164	168	178
Scope 1,2&3 emissions (tCO2e) per $m invested	396	392	383	1,114	1,114	1,066

Source: Baillie Gifford, MSCI.

Emissions data coverage for the portfolio

These metrics are intended to provide a guide to the level of data coverage for portfolio emissions metrics. For reasons of consistency, we source all emissions data from our data provider. The metrics show the level of reported vs. estimated vs. unavailable data for different emissions scopes for the portfolio.

It is important to note that the data we use for Scope 3 emissions is all estimated. This is because whilst some holdings do report Scope 3 emissions, this typically does not cover all emissions categories within Scope 3, meaning that reported data is not consistent across companies. Estimated Scope 3 data covers all relevant Scope 3 categories and is therefore more consistent.

	Portfolio			Benchmark		
	2023	**2024**	**2025**	2023	2024	2025
% of total AUM for which reported Scope 1&2 emissions data from our data provider is used	81	73	91	88	93	90
% of total AUM for which estimated Scope 1&2 emissions data from our data provider is used	12	17	8	12	7	10
% of total AUM for which Scope 1&2 emissions data is not available from our data provider	7	10	1	0	0	0
% of total AUM for which estimated Scope 3 emissions data from our data provider is used	93	92	99	100	100	100

Source: Baillie Gifford, MSCI.

Conclusion

We believe that long-term, active ownership is the most effective form of stewardship and the best way to deliver enduring value for our clients. Our role goes beyond stock selection: we aim to be responsible owners of exceptional growth businesses, supporting them through periods of change while engaging constructively on issues that matter. In a world shaped by disruption and uncertainty, we remain focused on the long-term potential of companies with strong cultures, a significant growth opportunity and clear competitive advantages. By maintaining a patient, research-driven approach and aligning ourselves with visionary management teams, we seek to steward capital thoughtfully ensuring our clients benefit from the compounding power of great businesses over time.

Important information

Baillie Gifford & Co and Baillie Gifford & Co Limited are authorised and regulated by the Financial Conduct Authority (FCA). Baillie Gifford & Co Limited is an Authorised Corporate Director of OEICs.

Baillie Gifford Overseas Limited provides investment management and advisory services to non-UK Professional/Institutional clients only. Baillie Gifford Overseas Limited is wholly owned by Baillie Gifford & Co. Baillie Gifford & Co and Baillie Gifford Overseas Limited are authorised and regulated by the FCA in the UK.

Persons resident or domiciled outside the UK should consult with their professional advisers as to whether they require any governmental or other consents in order to enable them to invest, and with their tax advisers for advice relevant to their own particular circumstances.

Financial intermediaries

This communication is suitable for use of financial intermediaries. Financial intermediaries are solely responsible for any further distribution and

Baillie Gifford takes no responsibility for the reliance on this document by any other person who did not receive this document directly from Baillie Gifford.

Hong Kong

Hong Kong Baillie Gifford Asia (Hong Kong) Limited 柏基亞洲(香港)有限公司 is wholly owned by Baillie Gifford Overseas Limited and holds a Type 1 licence from the Securities & Futures Commission of Hong Kong to market and distribute Baillie Gifford's range of collective investment schemes to professional investors in Hong Kong. Baillie Gifford Asia (Hong Kong) Limited 柏基亞洲(香港)有限公司 can be contacted at Suites 2713–2715, Two International Finance Centre, 8 Finance Street, Central, Hong Kong, Telephone +852 3756 5700.

Japan

Mitsubishi UFJ Baillie Gifford Asset Management Limited ('MUBGAM') is a joint venture company between Mitsubishi UFJ Trust & Banking Corporation and Baillie Gifford Overseas Limited. MUBGAM is authorised and regulated by the Financial Conduct Authority.

Europe

Baillie Gifford Investment Management (Europe) Ltd (BGE) is authorised by the Central Bank of Ireland as an AIFM under the AIFM Regulations and as a UCITS management company under the UCITS Regulation. BGE also has regulatory permissions to perform Individual Portfolio Management activities. BGE provides investment management and advisory services to European (excluding UK) segregated clients. BGE has been appointed as UCITS management company to the following UCITS umbrella company; Baillie Gifford Worldwide Funds plc. BGE is a wholly owned subsidiary of Baillie Gifford Overseas Limited, which is wholly owned by Baillie Gifford & Co. Baillie Gifford Overseas Limited and Baillie Gifford & Co are authorised and regulated in the UK by the Financial Conduct Authority.

Singapore

Baillie Gifford Asia (Singapore) Private Limited is wholly owned by Baillie Gifford Overseas Limited and is regulated by the Monetary Authority of Singapore as a holder of a capital markets services licence to conduct fund management activities for institutional investors and accredited investors in Singapore. Baillie Gifford Overseas Limited, as a foreign related corporation of Baillie Gifford Asia (Singapore) Private Limited, has entered into a cross-border business arrangement with Baillie Gifford Asia (Singapore) Private Limited, and shall be relying upon the exemption under regulation 4 of the Securities and Futures (Exemption for Cross-Border Arrangements) (Foreign Related Corporations) Regulations 2021 which enables both Baillie Gifford Overseas Limited and Baillie Gifford Asia (Singapore) Private Limited to market the full range of segregated mandate services to institutional investors and accredited investors in Singapore.

South Korea

Baillie Gifford Overseas Limited is licensed with the Financial Services Commission in South Korea as a cross border Discretionary Investment Manager and Non-discretionary Investment Adviser. Japan Mitsubishi UFJ Baillie Gifford Asset Management Limited ('MUBGAM') is a joint venture company between Mitsubishi UFJ Trust & Banking Corporation and Baillie Gifford Overseas Limited. MUBGAM is authorised and regulated by the Financial Conduct Authority.

Australia

Baillie Gifford Overseas Limited (ARBN 118 567 178) is registered as a foreign company under the Corporations Act 2001 (Cth) and holds Foreign Australian Financial Services Licence No 528911. This material is provided to you on the basis that you are a 'wholesale client' within the meaning of section 761G of the Corporations Act 2001 (Cth) ('Corporations Act'). Please advise Baillie Gifford Overseas Limited immediately if you are not a wholesale client. In no circumstances may this material be made available to a 'retail client' within the meaning of section 761G of the Corporations Act. This material contains general information only. It does not take into account any person's objectives, financial situation or needs.

South Africa

Baillie Gifford Overseas Limited is registered as a Foreign Financial Services Provider with the Financial Sector Conduct Authority in South Africa.

North America

Baillie Gifford International LLC is wholly owned by Baillie Gifford Overseas Limited; it was formed in Delaware in 2005 and is registered with the SEC. It is the legal entity through which Baillie Gifford Overseas Limited provides client service and marketing functions in North America. Baillie Gifford Overseas Limited is registered with the SEC in the United States of America.

The Manager is not resident in Canada, its head office and principal place of business is in Edinburgh, Scotland. Baillie Gifford Overseas Limited is regulated in Canada as a portfolio manager and exempt market dealer with the Ontario Securities Commission ('OSC'). Its portfolio manager licence is currently passported into Alberta, Quebec, Saskatchewan, Manitoba and Newfoundland & Labrador whereas the exempt market dealer licence is passported across all Canadian provinces and territories.

Israel

Baillie Gifford Overseas Limited is not licensed under Israel's Regulation of Investment Advising, Investment Marketing and Portfolio Management Law, 5755–1995 (the Advice Law) and does not carry insurance pursuant to the Advice Law. This material is only intended for those categories of Israeli residents who are qualified clients listed on the First Addendum to the Advice Law.

bailliegifford.com

Calton Square, 1 Greenside Row, Edinburgh EH1 3AN
Telephone +44 (0)131 275 2000