

Europe ex UK Quarterly Update

---

30 September 2025



*This document is solely for the use of professional investors and should not be relied upon by any other person. It is not intended for use by retail clients.*

## **Important Information and Risk Factors**

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 Overseas Limited is authorised and regulated by the Financial Conduct Authority.

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.

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.

Persons resident or domiciled outwith 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.

This document contains information on investments which does not constitute independent research. Accordingly, it is not subject to the protections afforded to independent research and Baillie Gifford and its staff may have dealt in the investments concerned.

All information is based on a representative portfolio, new client portfolios may not mirror the representative portfolio exactly. As at 30 September 2025, in US dollars and sourced from Baillie Gifford & Co unless otherwise stated.

## **South Africa**

**Calton Square, 1 Greenside Row, Edinburgh EH1 3AN  
Telephone +44 (0)131 275 2000 [bailliegifford.com](http://bailliegifford.com)**

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

## **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.

## **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.

## 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 document 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.

## Israel

Baillie Gifford Overseas 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 document is only intended for those categories of Israeli residents who are qualified clients listed on the First Addendum to the Advice Law.

## 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. The information contained in this document is meant purely for informational purposes and should not be relied upon as financial advice.

## Past Performance

Past performance is not a guide to future returns. Changes in investment strategies, contributions or withdrawals may materially alter the performance and results of the portfolio. Material market or economic conditions will have an impact on investment results. The returns presented in this document are

gross of fees unless otherwise stated and reflect the reinvestment of dividends and interest.

Historical performance results for investment indexes and/or categories, generally do not reflect the deduction of transaction costs and/or custodial charges or the deduction of an investment management fee, the incurrence of which would have the effect of decreasing historical performance results. It should not be assumed that recommendations/ transactions made in the future will be profitable or will equal performance of the securities mentioned.

## Potential for Profit and Loss

All investment strategies have the potential for profit and loss.

## Stock Examples

Any stock examples, or images, used in this document are not intended to represent recommendations to buy or sell, neither is it implied that they will prove profitable in the future. It is not known whether they will feature in any future portfolio produced by us. Any individual examples will represent only a small part of the overall portfolio and are inserted purely to help illustrate our investment style. A full list of portfolio holdings is available on request.

The commentary relates to the above mentioned strategy and not all stocks mentioned may be held in the portfolio.

## Financial Intermediaries

This document 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.

Product Overview

Europe ex UK is a regional equity strategy that aims to generate positive long-term total returns through investment in continental Europe and the Republic of Ireland. We believe the European equity markets offer active managers a broad selection of high-quality companies capable of delivering attractive and sustainable earnings growth for shareholders.

Risk Analysis

Key Statistics

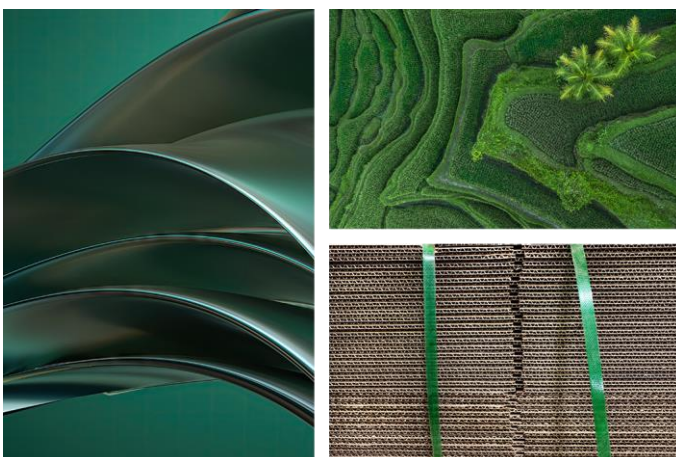
Number of Holdings	40
Typical Number of Holdings	30-50
Active Share	84%*
Annual Turnover	27%

\*Relative to MSCI Europe ex UK Index. Source: Baillie Gifford & Co, MSCI.

Enthusiasm for European Equities has waned since the first quarter, with market returns turning more muted

The 'value' style continues to dominate and this, along with some stock specifics, contributed to underperformance over the quarter

Despite the 'growth' style's ongoing struggles, we remain optimistic for the long-term and aim to be opportunistic in this environment



Key Facts

Assets under management and advice	US\$286.9bn
Number of clients	552
Number of employees	1655
Number of investment professionals	365

**Market environment**

European equities have been fairly muted since the first quarter boom, perhaps reflecting that some remain yet to be fully convinced of the long-term structural shifts on the Continent. This would make sense when one sees the scale of the value style’s outperformance of growth in Europe, both over the long term and indeed in the third quarter. Banks and broader financials continue to be at the top of the market leaderboard, making it a tough environment for the long-term growth investor. With a reward-seeking lens, valuations across the growth spectrum reflect some degree of capitulation, presenting plenty of opportunity, in our view.

**Performance**

The Portfolio underperformed over the quarter.

The portfolio continues to hold neither banks nor defence companies and this has been a significant driver of underperformance both over the quarter and over the longer-term.

Bank shares have benefited from higher economic growth expectations, translating into the steepening of the yield curve. Higher interest rate expectations negatively affected sentiment towards Hypoport, a German mortgage origination software company, leading it to be among the portfolio’s detractors. Despite fears over what higher rates in the future might do to appetite for mortgages in Germany, Hypoport continues to perform well operationally and is a beneficiary of the increasing tendency to shop around for the best rate.

There was also a negative contribution from Novo Nordisk, the diabetes treatments and obesity drugs company. It issued a profit warning over the quarter due to market share losses in the US and the effect that the continued sale of compounded versions of its drugs has had on volumes. While this is disappointing, we remain bullish on Novo’s growth potential. It is one of two leading companies (alongside Eli Lilly) in a massive, evolving market, and has an unrivalled understanding of metabolic conditions. We believe its manufacturing capacity is underrated by the market, with the ability to produce obesity drugs at scale likely to prove a bottleneck for its competitors, thereby maintaining a duopolistic market structure to the benefit of Novo Nordisk.

One of the standout positive performers was Prosus, the investment company with a large stake in Tencent, the Chinese technology conglomerate. Tencent is performing strongly as it integrates AI

across its product portfolio, from gaming to cloud services and through its social media platform. Meanwhile, Prosus has been making notable progress in its other investment areas, including in e-commerce, where its companies have rapidly improved operating profitability and cash flow generation.

There was also positive performance from ASML, the monopolistic manufacturer of lithographic machines used in semiconductor fabrication. ASML’s second-quarter results release was initially taken poorly by the market due to references to an uncertain outlook for 2026. However, shares have recovered strongly as sentiment towards semiconductor capital equipment improved and after the announcement that ASML is taking a large stake in Mistral, a French AI company. This investment and partnership could help unlock better tool performance, yield optimisation and greater process automation for ASML in the future.

**Notable transactions**

Two new holdings were taken for the portfolio over the quarter. We took a position in Kruk, a Polish debt management company with a track record of achieving high returns on the debt it acquires. We also bought Grupa Kety, another Polish company, which is a manufacturer of aluminium and packaging products.

**Market Outlook**

While the narrative about Europe has improved, we are yet to see the type of broad cyclical recovery which might tempt investors back over to the ‘growth’ side of the argument in Europe. Our belief is that patience will be rewarded.

Naturally, we expect questions of ‘what will it take for growth to outperform in Europe?’ and the answer is simple: all of the structural trends emerging in Europe are supportive of growth’s outperformance. Infrastructure spending and establishing more common rules for a myriad of business practices across the EU can boost domestic demand and productivity. This can improve the outlook for incumbent European businesses and create opportunities for the next generation of European businesses. While the short-term picture for European growth investing looks much like it has for the past three years, the long-term is as bright as it’s ever been.

## Performance Objective

+2 to 3% p.a. gross of fees over rolling 5 year periods vs index.

The performance objective is aspirational and is not guaranteed. We don't use it to compile the portfolio and returns will vary. A single performance objective may not be appropriate across all vehicles and jurisdictions. We may not meet our investment objectives if, for example, our growth investment style is out of favour, or we misjudge the long-term earnings growth of our holdings.

## Periodic Performance

<b>GBP</b>	<b>Composite Net (%)</b>	<b>Benchmark (%)</b>	<b>Difference (%)</b>
3 Months	-1.3	4.9	-6.1
1 Year	-0.2	14.8	-15.1
3 Years	8.1	16.7	-8.6
5 Years	-2.5	11.2	-13.8
10 Years	8.2	10.7	-2.5
Since Inception	8.5	8.6	-0.1
<b>USD</b>	<b>Composite Net (%)</b>	<b>Benchmark (%)</b>	<b>Difference (%)</b>
3 Months	-3.0	3.0	-6.0
1 Year	0.1	15.3	-15.1
3 Years	15.1	24.2	-9.1
5 Years	-1.7	12.1	-13.9
10 Years	6.9	9.4	-2.5
Since Inception	7.9	8.0	-0.1
<b>EUR</b>	<b>Composite Net (%)</b>	<b>Benchmark (%)</b>	<b>Difference (%)</b>
3 Months	-3.1	2.9	-6.0
1 Year	-4.9	9.5	-14.4
3 Years	8.3	16.9	-8.6
5 Years	-1.8	12.1	-13.9
10 Years	6.3	8.8	-2.5
Since Inception	7.9	8.0	-0.1
<b>CAD</b>	<b>Composite Net (%)</b>	<b>Benchmark (%)</b>	<b>Difference (%)</b>
3 Months	-1.1	5.1	-6.2
1 Year	3.1	18.7	-15.6
3 Years	15.5	24.7	-9.2
5 Years	-0.9	13.0	-14.0
10 Years	7.3	9.8	-2.5
Since Inception	8.5	8.6	-0.1
<b>AUD</b>	<b>Composite Net (%)</b>	<b>Benchmark (%)</b>	<b>Difference (%)</b>
3 Months	-4.1	1.9	-6.0
1 Year	4.8	20.7	-15.8
3 Years	13.9	23.0	-9.1
5 Years	-0.2	13.9	-14.1
10 Years	7.5	10.0	-2.5
Since Inception	8.5	8.6	-0.1

Annualised periods ended 30 September 2025. 3 Month & 1 Year figures are not annualised.

Inception date: 31 December 1989

Figures may not sum due to rounding.

Benchmark is MSCI Europe ex UK Index (FTSE World Europe ex UK Index prior to 31 December 2016).

Source: FE, Revolution, MSCI, FTSE.

The Europe ex UK composite is more concentrated than the MSCI Europe ex UK Index.

## Discrete Performance

<b>GBP</b>	<b>30/09/20- 30/09/21</b>	<b>30/09/21- 30/09/22</b>	<b>30/09/22- 30/09/23</b>	<b>30/09/23- 30/09/24</b>	<b>30/09/24- 30/09/25</b>
Composite Net (%)	19.4	-41.7	7.0	18.3	-0.2
Benchmark (%)	21.8	-12.1	20.0	15.4	14.8
<b>USD</b>	<b>30/09/20- 30/09/21</b>	<b>30/09/21- 30/09/22</b>	<b>30/09/22- 30/09/23</b>	<b>30/09/23- 30/09/24</b>	<b>30/09/24- 30/09/25</b>
Composite Net (%)	24.5	-51.7	17.0	30.1	0.1
Benchmark (%)	27.0	-27.2	31.2	26.8	15.3
<b>EUR</b>	<b>30/09/20- 30/09/21</b>	<b>30/09/21- 30/09/22</b>	<b>30/09/22- 30/09/23</b>	<b>30/09/23- 30/09/24</b>	<b>30/09/24- 30/09/25</b>
Composite Net (%)	26.0	-42.9	8.3	23.4	-4.9
Benchmark (%)	28.6	-13.9	21.4	20.3	9.5
<b>CAD</b>	<b>30/09/20- 30/09/21</b>	<b>30/09/21- 30/09/22</b>	<b>30/09/22- 30/09/23</b>	<b>30/09/23- 30/09/24</b>	<b>30/09/24- 30/09/25</b>
Composite Net (%)	18.1	-47.6	15.2	29.9	3.1
Benchmark (%)	20.5	-21.1	29.1	26.7	18.7
<b>AUD</b>	<b>30/09/20- 30/09/21</b>	<b>30/09/21- 30/09/22</b>	<b>30/09/22- 30/09/23</b>	<b>30/09/23- 30/09/24</b>	<b>30/09/24- 30/09/25</b>
Composite Net (%)	23.5	-45.8	16.6	21.0	4.8
Benchmark (%)	26.1	-18.2	30.7	18.0	20.7

Benchmark is MSCI Europe ex UK Index (FTSE World Europe ex UK Index prior to 31 December 2016).

Source: FE, Revolution, MSCI, FTSE.

The Europe ex UK composite is more concentrated than the MSCI Europe ex UK Index

## Stock Level Attribution

## Top and Bottom Ten Contributors to Relative Performance

## Quarter to 30 September 2025

Stock Name	Contribution (%)
Prosus N.V.	0.8
SAP	0.5
Nexans	0.3
Nestle	0.3
Camurus	0.2
Avanza Bank Holding	0.2
ASML	0.1
AutoStore Holdings	0.1
Deutsche Boerse Tender	0.1
Deutsche Telekom	0.1
Hypoport	-1.1
Topicus.Com Inc	-1.1
Reply Spa	-0.7
DSV	-0.6
Amplifon	-0.6
IMCD Group NV	-0.5
Edenred	-0.4
Adyen NV	-0.4
Dino Polska	-0.4
Sartorius Stedim Biotech	-0.4

## One Year to 30 September 2025

Stock Name	Contribution (%)
Spotify Technology SA	1.6
Ryanair	1.6
Prosus N.V.	1.1
Avanza Bank Holding	0.6
Nestle	0.5
Sanofi	0.4
Sandoz Group AG Shs	0.3
Total	0.2
Sika Ag	0.2
Alcon Inc.	0.2
Hypoport	-2.6
IMCD Group NV	-1.4
Soitec - Silicon On Insulator	-1.3
Kingspan Group	-0.8
Atlas Copco B	-0.8
Edenred	-0.8
Rheinmetall	-0.7
Banco Santander	-0.7
Reply Spa	-0.6
Instalco	-0.6

Source: Revolution, MSCI. Europe ex UK composite relative to MSCI Europe ex UK Index.

The holdings identified do not represent all of the securities purchased, sold or held during the measurement period. Past performance does not guarantee future returns. A full list showing all holdings' contributions to the portfolio's performance and a description on how the attribution is calculated is available on request. Some stocks may not have been held for the whole period. All attribution figures are calculated gross of fees, relative to the index from stock level up, based on closing prices. As attribution is shown relative to the benchmark, not all stocks shown are held in the portfolio.

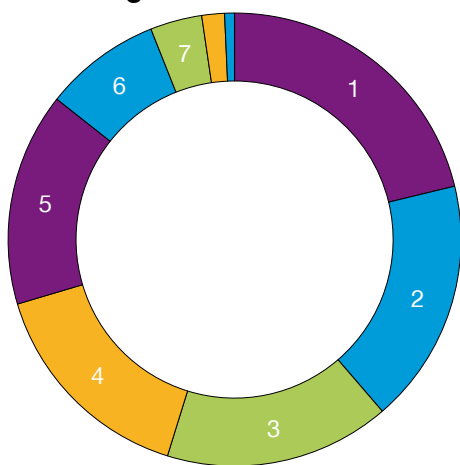


**Top Ten Largest Holdings**

Stock Name	Description of Business	% of Portfolio
Prosus	Portfolio of online consumer companies including Tencent	5.6
Topicus.com	Acquirer of vertical market software companies	5.5
Vend Marketplaces ASA	Media and classifieds advertising platforms	5.0
ASML	Semiconductor equipment manufacturer	4.8
Ryanair	European low-cost airline	4.7
Allegro.eu	Polish e-commerce platform	3.5
Spotify	Streaming platform for audible content	3.3
EQT Partners	Investment firm, investing in equity, ventures, infrastructure and real estate	3.2
DSV	Freight forwarder	3.1
Roche	Pharmaceuticals	3.1
<b>Total</b>		<b>41.8</b>

Totals may not sum due to rounding.

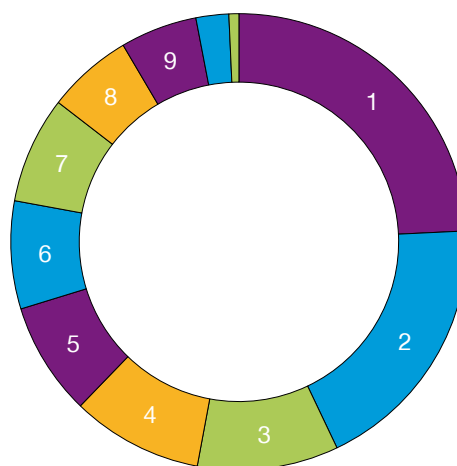
**Sector Weights**



	%
1 Industrials	21.2
2 Financials	17.5
3 Information Technology	16.1
4 Health Care	15.6
5 Consumer Discretionary	15.2
6 Communication Services	8.3
7 Consumer Staples	3.7
8 Materials	1.6
9 Cash	0.7

Totals may not sum due to rounding

**Geographical Location Weights**



	%
1 Netherlands	24.2
2 Sweden	18.7
3 Switzerland	10.0
4 France	9.3
5 Poland	8.0
6 Ireland	7.6
7 Denmark	7.6
8 Italy	6.1
9 Norway	5.4
10 Germany	2.3
11 Cash	0.7

Voting Activity

Votes Cast in Favour		Votes Cast Against		Votes Abstained/Withheld	
Companies	3	Companies	3	Companies	None
Resolutions	67	Resolutions	9	Resolutions	None

Company Engagement

Engagement Type	Company
Environmental	ASML Holding N.V., Ryanair Holdings plc
Social	DSV A/S, LVMH Moët Hennessy - Louis Vuitton, Societe Europeenne
Governance	Compagnie Financière Richemont SA, DSV A/S, Instalco AB (publ), Prosus N.V., Ryanair Holdings plc, Sartorius Stedim Biotech S.A., Soitec SA, Spotify Technology S.A., Vend Marketplaces ASA
Strategy	Ryanair Holdings plc, Spotify Technology S.A.

Company	Engagement Report
ASML Holding N.V.	<p>Objective: We had an update from ASML's sustainability team on the company's progress against its climate-related targets and its engagement with the wider semiconductor value chain. For context, ASML has ambitious decarbonisation goals, significant influence over the energy-intensive semiconductor manufacturing process, and its customers depend on ASML to reduce the energy and water intensity of lithography.</p> <p>Discussion: ASML has progressed from the awareness-raising stage to the implementation phase of its climate targets. Customer demand remains a core driver -85 per cent of customers cite climate as important - but there is also a strong internal conviction that pursuing these targets is the right course of action. ASML has no plans to alter its commitments, though it acknowledges potential difficulty in meeting its 2025 operational goal of achieving carbon neutrality. On Scope 3 emissions, the company's engagement with customers centres on education and collaboration, with notable progress seen at TSMC. The Semiconductor Climate Consortium, which convenes stakeholders across the value chain, provides a valuable platform for collaboration in this respect. At the same time, ASML continues to enhance the energy efficiency of its systems and integrates customer feedback directly into design roadmaps. Renewable energy procurement remains the most significant challenge, particularly for customers in Korea and Taiwan.</p> <p>Outcome: ASML remains a climate leader within the semiconductor value chain and continues to advance its targets. While challenges persist, the company's commitment remains firm. We will continue to monitor its progress and any material developments across the value chain.</p>
DSV A/S	<p>Objective: We engaged with the chair and chief executive officer (CEO) of DSV separately following reporting in the Danish press around the CEO's conduct, and whether he was being too challenging and creating a "culture of fear".</p> <p>Discussion: We had an open and frank discussion, where both individuals acknowledged the challenge and were clear about where there were opportunities to improve, and steps that they have taken. The board has done a thorough review (including 360 feedback from the wider senior executive team), and the CEO was open about changes he has made to his style in order to prevent the issue recurring. We noted that we wanted him to be a big success in his role, not least given the integration of DB Schenker, and so wanted to make sure the team was pulling together.</p> <p>Outcome: We will follow up with the board after 12 months to assess further progress, but we think that it is important that the company's culture of direct and open communication (which has been the root of its historic success) is not compromised.</p>
Prosus N.V.	<p>Objective: This call was to discuss updates to the executive remuneration policy that Prosus presented to shareholders last year. The chief executive officer's (CEO) \$100m moonshot award remains the central point of contention, due to concerns around pay-for-performance alignment.</p> <p>Discussion: The CEO's (Fabricio Bloisi) \$100m moonshot remains intact, with some tweaks at the margins of the incentive structure. The moonshot's target of doubling Prosus/Naspers' market cap could theoretically be triggered by Tencent's performance alone, which contributes the majority of Prosus' NAV. However, this is a historic capital allocation decision and an asset that remains outside of management's control. We reiterated our request for the introduction of a mechanism to mitigate the risk of windfall gains for executives resulting from Tencent's performance alone i.e., a sliding clawback provision that reduces the size of the award the more that Tencent's share price appreciation contributes to the target.</p> <p>Outcome: Given that that the moonshot award put to shareholders at the 2025 annual general meeting (AGM) remained intact, and the company had not been receptive to our requests, we continued to oppose remuneration. Although we regard the CEO in high regard, we remain unconvinced regarding the appropriateness and efficacy of this incentive structure.</p>

Company	Engagement Report
Spotify Technology S.A.	<p>Objective: Our engagement with Spotify's leadership aimed to understand how the company intends to grow sustainably while balancing user experience, fair creator compensation, and responsible adoption of new technologies.</p> <p>Discussion: Chief executive officer (CEO) Daniel Ek underlined Spotify's ambition to expand well beyond its current 700 million users, with growth driven by higher premium conversion rates, expansion in emerging markets, and more flexible pricing. Importantly, Spotify remains committed to being a subscription-led platform, prioritising user value over time-spent metrics common in social media.</p> <p>The company is also exploring new verticals such as audiobooks and education, with the latter potentially offering certified learning credentials. Ek noted that record labels could outsource more services to Spotify, positioning the company to play a larger role in supporting creators. Operationally, Spotify has streamlined its workforce to prepare for AI integration, which management believes will drive efficiency while reshaping how both employees and creators engage with the platform.</p> <p>Outcome: The meeting informed our conviction in Spotify's ability to deliver sustainable growth while maintaining a consumer-first culture. The company's emphasis on sensible monetisation, creator support, and healthier digital engagement aligns with our expectations.</p>

Votes Cast in Favour

Companies	Voting Rationale
Prosus N.V., Richemont, Soitec	We voted in favour of routine proposals at the aforementioned meeting(s).

Votes Cast Against

Company	Meeting Details	Resolution(s)	Voting Rationale
Prosus N.V.	AGM 20/08/25	2	We opposed the resolution to approve the remuneration report because of ongoing concerns with the company's approach. Our concern also relates to the stretch of targets under the long-term incentive plan, all of which we do not deem to be in the best interest of long-term shareholders.
Prosus N.V.	AGM 20/08/25	7	We opposed the resolution to approve the remuneration policy because of concerns with a special 'moonshot' award for the CEO, in addition to the regular long-term incentive plan. We do not believe that the conditions attached to the award promotes appropriate pay for performance.
Richemont	AGM 10/09/25	5.13	We opposed the election of a non-executive director because of concerns relating to their suitability to chair the audit committee having previously been the CFO of the company.
Richemont	AGM 10/09/25	9.3	We opposed the approval of executive variable remuneration due to ongoing concerns over the lack of detail of performance conditions and structure of the incentive plans that would allow us to assess the stringency of target and achievement levels.
Soitec	MIX 22/07/25	11, 14	We opposed two resolutions on executive remuneration because we have concerns about the weighting and materiality of some non-financial metrics.
Soitec	MIX 22/07/25	27	We opposed an amendment to an article in the absence of compelling rationale for the introduction of more stringent shareholder notification requirements.
Soitec	MIX 22/07/25	5	We opposed the election of a non-executive director because of low attendance rates in consecutive years.
Companies	Voting Rationale		
Richemont	We opposed the request to authorise other business. We do not believe this is in the best interests of clients who vote by proxy.		

Votes Abstained

We did not abstain on any resolutions during the period.

Votes Withheld

We did not withhold on any resolutions during the period.

## Votes Not Cast

Companies	Voting Rationale
Ryanair	We no voted this meeting as the company has restricted the voting rights of non-EU holders of Ordinary shares and ADRs post-Brexit.

## New Purchases

Stock Name	Transaction Rationale
Grupa Kety Sa	<p>Grupa Kety (GK) is a Polish aluminium and packaging group with three main divisions: Extruded Products (EPS), Aluminium Systems (ASS, branded as Aluprof), and Flexible Packaging (FPS). Over the past decade, the company has delivered mid-teens revenue growth and high-20s return on invested capital (ROIC). Looking ahead, management targets 4-8% organic growth through 2025-29, combining underlying market growth of 2-4% with share gains, and believes M&amp;A could lift this to 9-14% CAGR. The group is currently digesting a major investment cycle, with capacity expanded by 25%, and expects utilisation to recover from ~85% to the optimal 90-95% range, supporting margin recovery. GK's advantage lies less in technology and more in operational excellence and organisational design. Its two main extrusion plants sit within 40 km of each other, ensuring logistical efficiency and lean management, while larger peers like Norsk Hydro operate with diseconomies of scale across dozens of sites. Against small family-owned European competitors, GK stands out as one of the few actively reinvesting, consolidating share as others under-invest or exit.</p> <p>GK is transitioning from a cyclical extruder to a higher-margin systems and components player, supplementing growth with bolt-on M&amp;A. With high-teens ROIC, c.10% EPS CAGR, and a reasonable valuation, the shares look attractive and we therefore took a new position for your portfolio.</p>
KRUK	<p>Kruk is Europe's leading specialist in unsecured consumer non-performing loans (NPLs), operating primarily in Poland, Romania, Italy, Spain, and more recently France. The company purchases NPLs at cents on the euro and collects on them over a 15+ year period, typically generating internal rates of return (IRRs) of ~17-19%. Management targets 12% annual gross profit growth, supported by steady NPL supply, potential uplift as pandemic-era loans deteriorate, and reduced competition following the retrenchment of peers like Intrum. Kruk remains founder-led by Piotr Krupa, who owns ~9% through a family trust and has explicitly described the company as a "multi-generational asset". This owner-operator model fosters long-term orientation, conservative leverage, and prudent capital allocation, reinvesting ~70% of earnings, while paying out the remaining 30% in dividends. The company eschews cash bonuses, aligning management and employees with shareholders via equity incentives and reducing short-term risk-taking. Culturally, Kruk emphasises ethical treatment of debtors, with treating people as you would like to be treated being the core principle. This positive culture may contribute to its low employee turnover and high female representation in management.</p> <p>Kruk combines double-digit growth potential, structural cost advantages, and disciplined, founder-led management. With high returns on equity, a strong backbook, and defensive financing, we believe the company is well positioned to outgrow peers in a consolidating industry. Based on these attractions, we took a new position for your portfolio.</p>

There were no complete sales during the period.

---

**MSCI** Source: MSCI. 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.