

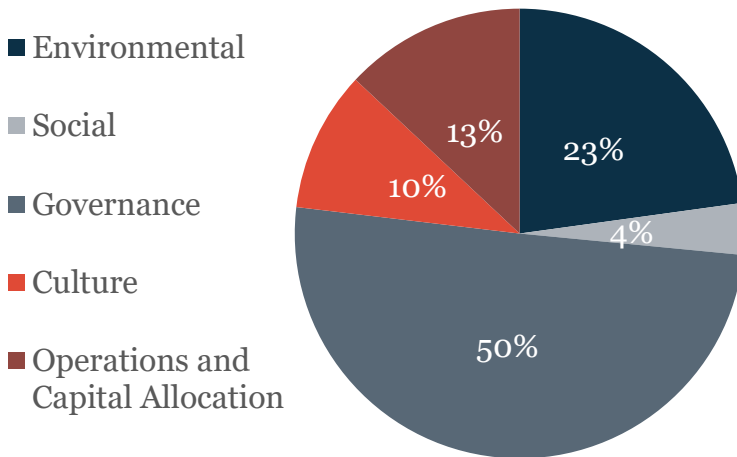
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Q4 2024 ESG + Culture Factsheet

The integration of environmental, social and governance (ESG) factors into the investment process has become commonplace over the years, but a critical and missing component is corporate culture. While there is strong evidence that ESG leaders outperform their peers, we believe that companies with strong corporate cultures provide an additional driver of outperformance over the long term. This factsheet captures the state of the Mobius Investment Trust's portfolio at the end of Q4 2024 across four dimensions: environmental, social, governance and culture.

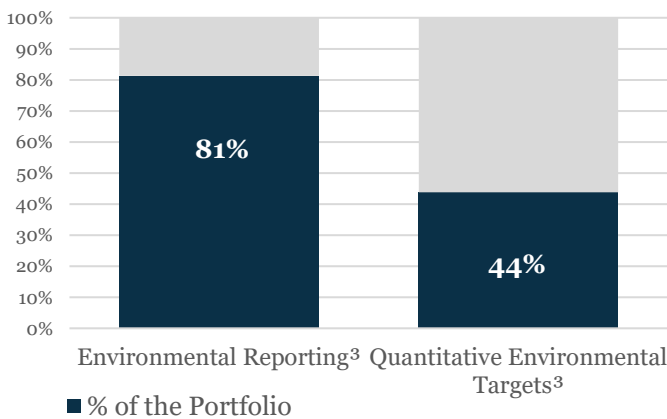
Engagement Breakdown¹



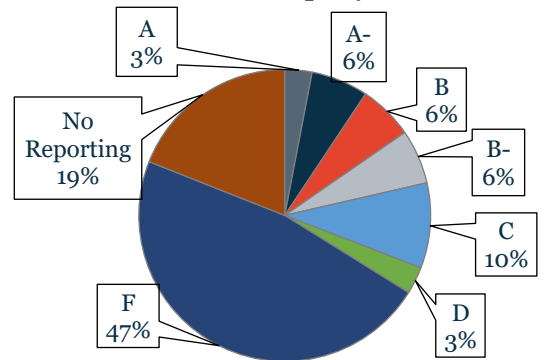
Portfolio Highlights

In Q4 2024, we continued to actively engage with our portfolio companies through the use of video conferencing and in-person meetings. The Portfolio Highlights section below displays some of the progress observed during the quarter².

Environmental²



Carbon Disclosure Project Portfolio Company Scores⁴



Portfolio Highlights

- E Ink improved its CDP score from B to A-.
- Safaricom also improved its CDP score from B to A-.

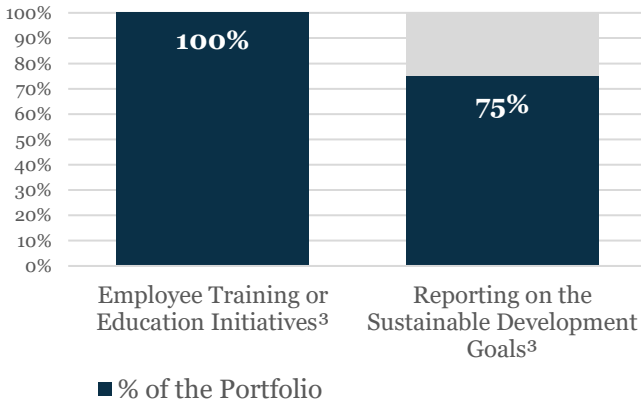
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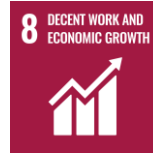


Q4 2024 ESG + Culture Factsheet

Social²



Top 3 reported Sustainable Development Goals (SDG)⁵



SDG Goals

- 8 Decent Work & Economic Growth
- 3 Quality Education
- 4 Good Health and Well Being

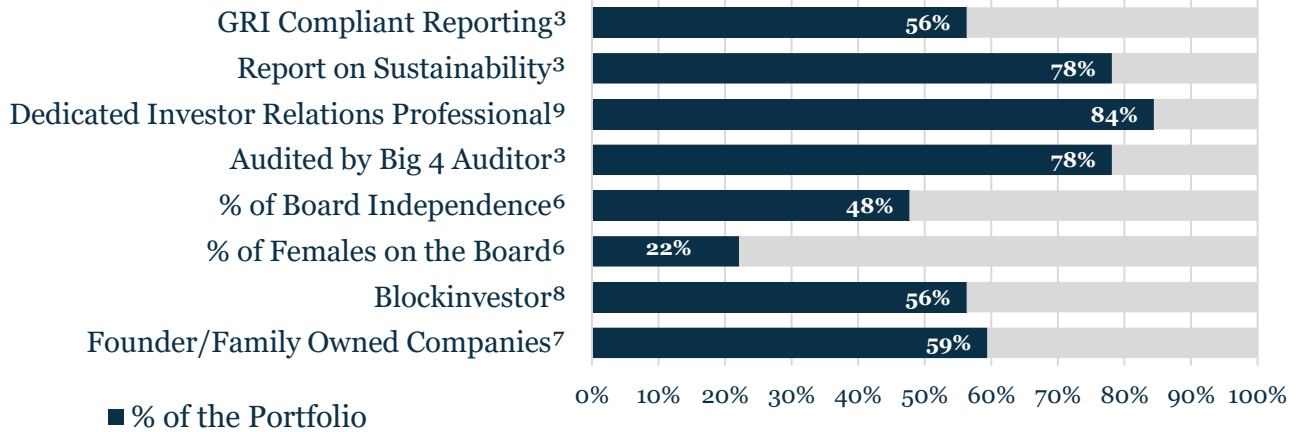
Contribution

- 18/23
- 17/23
- 16/23

Portfolio Highlights

- FPT achieved 2024 EcoVadis Platinum Rating for sustainability through its French Subsidiary.
- Safaricom celebrated 24 years of transforming lives in Kenya with yearlong customer appreciation and service.

Governance²



Portfolio Highlights

- Park Systems received Top Honour at 2024 Korea IR Awards.
- 360 One added a Swiss national with global financial services experience as a new independent board member.

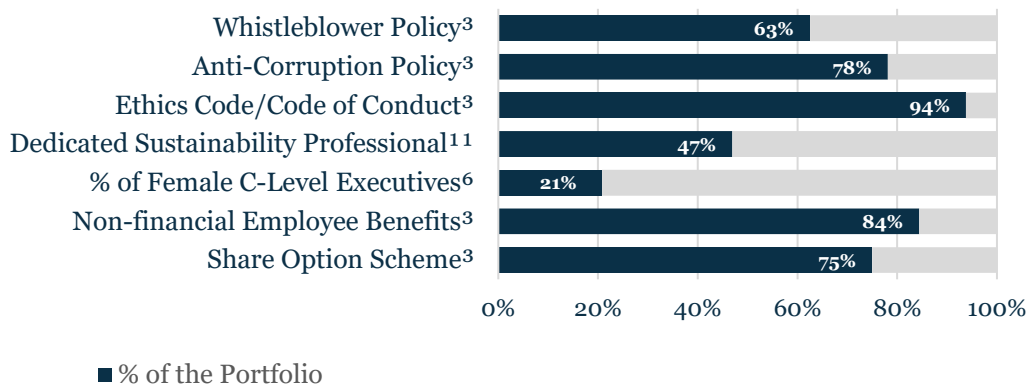
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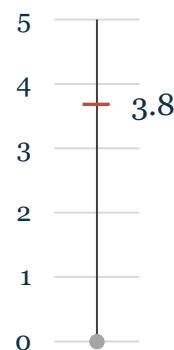


Q4 2024 ESG + Culture Factsheet

Culture²



Glassdoor Portfolio Score¹⁰



Portfolio Highlights

- APL Apollo appointed a Chief Human Resources Officer.
- EPAM Systems was recognised as a Great Place to Work in IT& IT-BPM in India.

Top 10 Mobius Investment Trust Portfolio Companies*

| | Company Name | Country | Industry | (%) of Portfolio | Market Cap (USD m) |
|----|--------------------|---------|----------------|------------------|--------------------|
| 1 | Elite Material | Taiwan | Semiconductors | 5.7 | 6,506 |
| 2 | Classys | Korea | Health Care | 5.0 | 2,111 |
| 3 | E Ink | Taiwan | Hardware | 5.0 | 9,540 |
| 4 | Hitit | Turkey | Software | 4.9 | 437 |
| 5 | Persistent Systems | India | Software | 4.8 | 11,760 |
| 6 | Park Systems | Korea | Hardware | 4.6 | 1,000 |
| 7 | EPAM Systems | USA | Software | 4.6 | 13,263 |
| 8 | 360 One Wam | India | Financials | 4.3 | 5,693 |
| 9 | APL Apollo Tubes | India | Materials | 4.0 | 5,085 |
| 10 | TOTVS | Brazil | Software | 3.6 | 2,598 |
| | Total | | | 46.5 | |

* Portfolio allocation may vary over time. Date 31/12/2024

Footnotes:

1. The Engagement breakdown is for Q4 2024 and is based on 189 engagements in the fields of Environment, Social, Governance, Culture and Operations and Capital Allocation issues
2. As part of the ESG+C assessment four different dimensions are assessed: Environmental: entails factors like climate change, natural resources, pollution & waste as well as environmental opportunities; Social: refers to factors such as human capital, product liability, and social opportunities; Governance: refers to the reporting methods, the ownership structure as well as checks and balances; Culture: contains factors like the degree of freedom, equality, recruitment, innovation, and remuneration
3. Portfolio companies are assessed on a binary basis whether they do or do not comply with the assessed metric. The number of companies complying with the metric is expressed as a percentage of the portfolio
4. The determined company percentages are weighted according to their weight in the portfolio. The weighted average is reported as a percentage of the portfolio
5. External CDP Score: The Carbon Disclosure Project increases environmental transparency and accountability of companies and enables progress tracking. The scoring ranges from A, A- to B, B- to C, C- to D, D- and F
6. Sustainable Development Goals: Out of the 23 portfolio companies reporting on the United Nations sustainable development goals, the top 3 goals are selected
7. Founder/Family-Owned Companies: Reports the percentage of portfolio companies with the family or founder holding 5% or more
8. Blockinvestor: Refers to an individual or organisation owning a substantial amount of the company's shares. The hurdle rate is set at 15%
9. Dedicated Investor Relations Professional: Reports companies as a percentage of the portfolio having appointed an employee responsible for investor relations
10. Dedicated Sustainability Professional: Reports companies as a percentage of the portfolio having a dedicated employee in charge of the company's sustainability activities
11. External Glassdoor Score: Glassdoor is one of the world's largest job and recruiting sites providing scores for companies ranging from 0 to 5. The Portfolio score is the average of 29 available scores among the portfolio

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