



TCFD Report 2024





Introduction

Harding Loevner believes that the best approach to achieve superior risk-adjusted returns for our clients comes from long-term investment in quality companies capable of sustaining growth and compounding earnings.

We are long-term investors who recognize that climate change will be a source of profound risks and great opportunities over the coming decades. A changing climate will impact companies' assets, operations, labor force, supply chains, and customers. Some companies will encounter regulation or taxation of their carbon emissions, and some will find their products lose favor with customers seeking to lighten their environmental impact. Other companies will thrive as they provide alternatives or solutions to address this pressing issue. And even those companies whose products are less affected are likely to require changes to manufacturing and other processes to adapt to a changing climate.

Our primary consideration in evaluating climate-related risks and opportunities is the potential impact they could have on our ability to meet our clients' expectations of us, both financially, by achieving superior risk-adjusted returns, and non-financially, by advancing other goals they may hold. As we analyze and invest in securities on behalf of our clients, we are constantly reassessing their issuers' business prospects in light of their long-term plans and the future conditions we think they may face. Such assessment includes close study of climate-related risks and opportunities, study that aims to ensure that the companies in which we invest are clear-eyed about the future and are equipped to navigate an era of adaptation to climate change and transition to alternative energy sources and production processes.

For us to make these assessments effectively, we need companies to be transparent about the potential impact of climate-related risks and opportunities as well as the steps they are taking or contemplating to address them. Good disclosure is also key to facilitating assessment of our own business, products, services, and investments. This report, constructed under guidelines initially set forth by the Task Force on Climate-related Financial Disclosures (TCFD), allows us to practice what we preach, to help our clients and their advisers as well as other audiences understand our approach to addressing the risks and opportunities that climate change presents to our clients and our business.

The TCFD distinguishes between *physical* risks (such as increased frequency and severity of extreme weather events or rising temperatures and sea levels) and *transitional* risks related to commercial, governmental, and societal efforts to decrease carbon usage (such as changes in the policy and legal landscape, new technologies, or changes in consumer preferences and behaviors). We find it helpful to keep this distinction in mind as we evaluate climate-related risks.

In this report, we will examine physical and transitional risks, as well as climate-related opportunities, in two contexts. The first context is that of Harding Loevner as a business. This discussion will focus on how we run the firm and set its business strategy to address the risks and opportunities that may arise from the current and potential impacts of climate change.

The second context is how our practice of asset management is affected by climate-related risks and opportunities. This discussion will focus on how we evaluate investments; how we specify and execute investment strategies to meet our clients' objectives as they articulate them; and how we identify, analyze, and manage at the individual security and portfolio levels the risks and opportunities faced by the companies in which we invest. An important concept in that discussion will be "financed emissions," a measure of the greenhouse gas emissions of companies in which we are invested. By tracking financed emissions and other carbon exposure metrics, we're better able to identify and manage risks, meet client and regulatory requirements, and disclose our activities and progress.

1 | Governance

Climate Governance for Harding Loevner's Business

Policy setting and oversight of all climate-related matters resides with Harding Loevner's Executive Committee, which consists of the firm's Chief Executive Officer, Chairman, Vice Chairman, Chief Investment Officer, Director of Research, and Chief Administrative Officer.

The Chief Financial Officer maintains our corporate carbon emissions inventory, oversees our offset program, and directs efforts to reduce and mitigate the climate impacts of our operations. The firm's Sustainability Committee reports to the Executive Committee aand helps guide our focus and messaging on sustainability initiatives. This includes overseeing investment stewardship processes and the firm's corporate sustainability initiatives.

Integration of Climate Impacts into Harding Loevner's Asset Management Practice

An examination of climate factors is an integral part of our evaluation of every company. Rather than relying on separate analysts for climate-related risks and opportunities, we think that each investment's primary analyst has the deepest understanding of the company and its industry and is therefore best equipped to discern and evaluate possible climate-related effects. Placing the responsibility for this evaluation with the company's primary analyst ensures it is embedded in our fundamental analysis, rather than addressed as an overlay.



Frontline analysts are supported by two climate experts, our ESG analyst and ESG associate, who assist their colleagues by sharing their deep domain knowledge about climate and other related issues. Those experts also develop analytic tools and checklists to aid in uncovering and evaluating climate-related and other risks and opportunities.

Adherence to our prescribed research process is enforced by our Director of Research and two Co-Deputy Directors of Research. The firm's Chief Investment Officer oversees the overall investment process, including the integration of ESG factors in securities research.



Adherence to firm's research process, risk management guidelines for portfolios

Management of climate-related risks at the portfolio level

Fundamental research on companies with climate risks and opportunities integrated throughout

2 | Strategy

Climate Impacts on Harding Loevner's Business

Most of Harding Loevner's staff is based at our headquarters in Bridgewater, New Jersey. We also have offices in London and Wyoming. These locations are exposed to physical risks—for instance, we have been disrupted in the past by large storms such as Hurricanes Irene and Sandy. More recently, during the summer of 2023, while Harding Loevner offices remained open, New Jersey was affected by poor air quality caused by Canadian wildfires. In response, our office building management closed external air vents to protect air quality, and employees were given the ability to work from home to ensure their comfort and safety.

Over time, those risks are likely to increase, especially in the long term (10+ years), from both chronic changes such as rising temperatures as well as increased severity and frequency of extreme weather events.

We are working to minimize our own direct contribution to those physical risks. We have performed an inventory of Harding Loevner's firm-level Scope 1, Scope 2, and Scope 3 (Category 6, Business Travel – Airline, Cars, Taxis, Rideshares, Trains, and Buses used for business travel) emissions and fully offset these inventoried emissions.¹ We manage emissions stemming from electricity usage through the purchase of renewable energy credits and we offset travel-related emissions by supporting emissions reduction programs. We continue to look for ways to reduce the greenhouse gas emissions at our offices and those caused by our activities. Harding Loevner also faces transitional risks to its investment management business as a result of environmental change. New regulation may limit the range of attractive investments available to us or require new or enhanced reporting around emissions, either by our investee companies or our own direct emissions which will require new data collection, controls, and human resource allocation. Changing client preferences toward more customized portfolios that prioritize both financial return alongside non-financial goals such as a lower portfolio carbon footprint may require us to manage additional types of products or services to remain competitive.

Such possible changes are also perhaps our most significant opportunity. We already offer products and services that are designed to meet both clients' financial and non-financial goals. In 2022, we launched our Global Paris-Aligned Equity and our International Carbon Transition Equity strategies. Both are comprised of companies whose operations and value chains are aligned prospectively with the goals of the Paris Agreement on climate change.

Such products build on a long history of customized mandates that Harding Loevner has managed for clients. Examples of these mandates include portfolios with company- or industry-based exclusions (for instance, fossil-fuel companies), portfolios that ensure that a client's pro rata share of its portfolio companies' total carbon emissions remain below a declining threshold, and customized proxy voting and engagement policies designed to urge faster progress in the reduction of the



carbon intensity of the portfolio's holdings. We have greatly enhanced our capabilities for emissions- or engagementrelated reporting to increase the value of our services to clients who are concerned with the climate impact of their investments or face rising regulatory requirements.

We have sought to enhance our analysis of emissions data for holdings in our Global Paris-Aligned and International Carbon Transition strategies by cross-referencing and verifying carbon emissions data from MSCI ESG Research with CDP and primary sources reported from companies. This additional verification step serves to improve emissions data quality and will support our ability to provide clients carbon metric reporting for their portfolios, an area in which we expect increased interest in coming years.

Integration of Climate Impacts into Harding Loevner's Asset Management Practice

Climate change—along with efforts to mitigate its impact has already led to a loss of value for some companies and substantial gains for others. While the climate-related impacts on individual companies are distributed across industries, sectors, geographies, and time, climate change will ultimately affect many companies' operating costs, cost of capital, growth, profitability, competitive situation and, in some cases, even their existence. We analyze how both the direct and indirect impacts of climate change may have pecuniary effects on the companies we invest in on behalf of our clients.

Over the short (0-5 years) to medium (5-10 years) term, we believe that transitional risks and opportunities are likely to be more material than physical risks to our companies and investment strategies. This is because several trends improving alternative energy technologies, disjointed but growing governmental commitment to and actions on climate change, and increasing public support for action on climate change in many countries, to name a few—will reinforce the efforts that companies have undertaken on their own to address climate-related challenges.

These transitional risks will generally be highest for companies in sectors that tend to have high emissions such as Industrials, Energy, Materials, and Utilities. Given their relatively higher emissions, these sectors have a greater exposure to changes in customer preference, regulation, technology, or policy, including tax policy.

Historically, our investment process has resulted in our strategies being underweight relative to their benchmarks in the Utilities and Energy sectors, as we have generally found fewer quality growth companies in which to invest in those



sectors. In those carbon-intensive sectors in which we have more extensive ownership, such as Industrials and Materials, our holdings tend to have significantly lower carbon intensity than the benchmark. For detailed information on our sector exposures and carbon intensities, please see Section 4 of this disclosure.

While we understand that Scope 1 and 2 emissions data paint an incomplete picture of energy transition risk, we believe that, given the relatively lower average carbon intensity across our strategies, most of the companies that they hold are better positioned to navigate the transition to a low-carbon economy than the average company.

Over the long term, physical risks of climate change—rising global temperatures, higher sea levels, and increased incidence of natural disasters—are likely to impact our portfolio companies. The prevalence and magnitude of physical risks over the long run is impossible to predict given the limitation of climate models and the enormous uncertainty about the pace and the efficacy of emissions reduction initiatives. We recognize, moreover, that the physical risks and their impact will vary widely across regions and industrial sectors.

Our analysts conduct climate scenario analysis on a company-by-company basis to better understand the potential impact of climate-related risks, especially over the medium term. Scenario analysis may impact an analyst's estimates of a company's return on capital, growth potential, and the durability of that growth and, thereby, the estimated fair value of its shares.

Company Analysis and Engagement

Epiroc Enabling a cleaner mining industry

Held in Harding Loevner's Global Equity, International Equity, Global Paris-Aligned Equity, and International Carbon Transition Equity strategies

The increasing implementation of clean energy technologies such as wind turbines, electric vehicles, and electric grids has spurred rapid growth in demand for the metals required to manufacture them. The International Energy Agency (IEA) has reported that demand for minerals and metals related to energy transition will increase by nearly 500% by 2040. Copper is one of the most important of these metals, and as open-pit mines for copper become depleted, mining companies are looking underground to meet the demand. However, the shift from open pit to underground mining requires more advanced approaches to mining.

Epiroc, a Swedish manufacturer of mining and construction equipment, is well situated to help mining enterprises meet the rising demand for copper. The company is a leader in the niche business of producing equipment for hard-rock drilling and excavation necessary for underground mining. We expect that Epiroc's ability to help miners access untapped mineral supplies, particularly those that are increasingly more difficult to find via surface mining, should allow the company to grow at a faster rate than the overall industry.

Epiroc is not only helping mining companies access the metals needed for electrification; its equipment and services also help reduce the cost and carbon footprint of mining operations. Underground mining is extremely expensive compared to open-pit mining, in part because of the ventilation required to run diesel-fueled mining equipment underground. Epiroc offers a wide range of battery-powered mining equipment including underground drill rigs, loaders, and trucks, and can retrofit existing diesel equipment to run on battery power. By 2030, the company aims to have what it calls "emission-free versions" of its full range of underground and surface equipment.

Epiroc has also been a leader in developing autonomous equipment that improves mining safety. Mines are dangerous places; in 2021, nearly 100 people died in the mining, quarrying, and oil and gas extraction industry in the US. In 2022, Epiroc acquired several companies that enable safer mining operations, including RCT, which provides automation and remote-control solutions for mining equipment. Epiroc also bought Radlink, which supplies network equipment for wireless data and voice communication that enables the implementation of autonomous mining equipment and tele-remote operations at surface and underground mines. Epiroc's efforts to electrify and automate mining equipment should lead to fewer workers physically in mines, and for those that remain, better air quality and safer work conditions.²

Harding Loevner's engagement with Epiroc

While Epiroc has made significant headway in providing cleaner solutions to the mining industry, it remains a carbonintensive business. In June 2023, we engaged with Epiroc to seek clarification on recent greenhouse gas (GHG) disclosure restatements, Scope 3 target bottlenecks, and renewable energy procurement challenges.³

We noted that Epiroc had recently restated 2019 GHG numbers and sought to determine 1) if the company was planning to restate other years; and 2) if so, if the company could share the data with us. Epiroc explained that they only restated their base year GHG emissions, which is the year 2019, due to the significant structural changes and improvements in calculation methodology and data accuracy since the numbers were first calculated.

We noted that the company's progress on the Scope 3 target has been rather slow; Epiroc achieved about 5% of the target in three years with seven years left to achieve the other 95% of the target. We asked the company about what actions were needed to reach its target and what the key bottlenecks were from the company's perspective. We also noted that renewable energy adoption seems to have flatlined—with only small additions year-over-year—and asked the company what challenges it was facing for renewable energy adoption.

Epiroc explained that fossil-fuel dependency is likely to continue in its sector for some time as the majority of ordered and delivered machines, as well as the fleet of equipment in operation, still runs on diesel. However, the demand for electrified solutions is increasing rapidly and the company received many orders for battery-electric equipment in 2022. Battery technology and cable-connected equipment are two areas that are enabling zero-emissions operations, provided renewable energy is available for charging.

Access to renewable energy is a challenge for Epiroc but even more so for its customers making Epiroc's downstream Scope 3 emission reductions challenging. The company has continued to invest in on-site solar photovoltaics.

We plan to continue engaging with Epiroc to track its progress on reducing emissions over time.

3 | Risk Management

Climate Impacts on Harding Loevner's Business

At Harding Loevner, we use an enterprise risk framework to evaluate risks in six categories: investment, operational, legal and compliance, credit and counterparty, financial reporting, and strategic.

Physical climate-related risks are covered primarily in our "operational risk" rubric. The firm's primary ways of managing the physical risks to our business operations are through business continuity and crisis-response plans. Our plans are designed to minimize disruption to operations in the event of a natural disaster, pandemic, or other significant adverse event.

The systems we have in place include a backup generator for all critical systems; emergency communications text-message system; redundant internet and telecommunications services; remote real-time mirroring or cloud-based implementation of operational systems; nightly backups of all systems secured off-premise in immutable storage; and full and secure remote access for all employees to the information systems needed to perform their duties. We routinely test these systems, and we also conduct regular exercises to practice our response to potential threats to our operations.

In the past, Harding Loevner has been affected by large storms such as Hurricanes Irene and Sandy. After those storms, we worked to improve our business-continuity planning and to create more redundancy in our critical systems. We put in place systems that allowed us to work remotely as necessary; during the COVID-19 pandemic, the firm was able to quickly transition to fully remote work. Our research and investment processes depend exclusively upon work that is captured digitally for sharing and recording. All investment decisions are made by individuals, never by committees, and therefore formal meetings have never been important in our decision-making processes. We believe that our ability to work remotely helps mitigate the physical risks to our operations, although those remote systems may also face increased physical risks over time.



As discussed in the Strategy section, we believe that Harding Loevner's transition risks are primarily those risks around changing client needs and preferences. We are in regular contact with our clients and those who advise them, such as institutional consultants and wealth managers, in our effort to understand their financial and non-financial goals so that we might best serve them. We pay attention to the marketplace and competitors' products to identify additional ways in which we could improve our products or associated services.

We are aware of the business risks posed by changing regulations and reporting requirements, both those that apply to our firm and those that apply to our clients. We monitor such changes with the help of our outside legal counsel and compliance consultants, as well as through industry groups and exchanges with our peers in the industry. The firm has built a robust data infrastructure to allow us to quickly respond to changes in those requirements or regulations.

Integration of Climate Impacts into Harding Loevner's Asset Management Practice

Accurate assessment of a company's climate-related risks and opportunities requires an understanding of the company's business model, as well as the characteristics of the industry in which it operates. Our analysts assess these risks and opportunities as part of the fundamental analysis that they perform on each company under investment consideration.

Harding Loevner seeks to invest in companies that have, and will continue to have, a competitive advantage in their industry, prospects for sustainable growth, financial strength, and capable management. We explicitly consider how climate change, among other ESG factors, might impact a company's performance against each of those criteria.

To support our analysts in their evaluation of these risks and opportunities, we have developed proprietary tools to guide their analysis. These include initial screening tools to aid in identifying exposure to severe climate risks that could lead to a company's removal from further consideration early in the investment process as well as an ESG Scorecard, in which the company is evaluated against a defined set of ESG risk factors and opportunities. This Scorecard provides a standardized framework for comparing risks and opportunities across industries and geographies to ensure a consistent approach. Climate-related factors included in the Scorecard include GHG emissions and other pollution, water and land use, waste streams, and biodiversity. A company's overall ESG score is an input for our valuation model that helps determine projected future cash flows.

Where material, analysts also incorporate climate-related risks into scenario analyses when assessing the durability of a business. The analyst's findings may lead to them defining climate-related performance indicators used to monitor the investment thesis.

Ongoing engagement with our portfolio companies helps manage any identified risks. We regularly meet with management teams and seek to understand the potential impact of climate-related risks and opportunities on long-term returns. We encourage companies to adopt practices that foster sustainable growth for their businesses. We also encourage them to consider climate-related issues and opportunities in their planning and to disclose relevant data on their emissions.

Those engagements with our owned companies take place during our routine fundamental analysis of a company, in response to acute controversies, and in structured engagements throughout the year. Our engagements help us understand a company's strategy, ask for disclosure, and, where a material risk exists, urge progress around issues such as climate change, energy transition, and water use. Engagements, in some cases, have included meeting with and writing letters to companies highly exposed to climate-related risks to encourage them to adopt industry best practices. We also engage with companies through proxy voting, as well as through collaborative engagements together with other investors, the latter of which tend to be on behalf of our Global-Paris Aligned and International Carbon Transition Equity strategies.

We encourage companies to identify, disclose, and regularly report on issues that are material to their business; establish clear short- and long-term targets for improvement where appropriate; and demonstrate their progress toward those targets. We seek to promote high standards of corporate behavior and transparency. In 2023, we engaged with 64 companies on environmental topics including GHG emissions, energy transition, environmental regulation, land use/deforestation, water, and climate change. Though we prefer to promote sustainable business practices through engagement, if we lose confidence in a company's strategy, we will consider divesting from that holding.

Our portfolio managers manage risk at the portfolio level. Portfolio managers use ESG dashboards that display climate-related risks at the portfolio level, allowing each portfolio manager to evaluate such risks holistically.

We are always looking to gain knowledge and perspective about climate-related matters. As a signatory to the Principles for Responsible Investment (PRI), we have access to materials that help guide our consideration of climate change and energy-transition risks, as well as to its collaborative engagement portal. We also continue to use the research put forward by the Institutional Investors Group on Climate Change (IIGCC).



Over the past several years, Harding Loevner has conducted several focused reviews to ensure that our analysts are appropriately considering the risks presented by climate change. One review sought to identify companies in our investment coverage universe that face increased physical risk from climate change, both at the company level and specific to the country in which they operate.

We have evaluated the potential impact of transition risks across the industries most likely to be affected by carbon transition. The review covered 22 GICS Industries across eight Sectors, a scope that was designed to include industries we believe have elevated energy-transition risk where the firm has exposure. Our goal was to evaluate the potential impact of policy, technology, market, legal, and reputational risks to our companies in the context of the changes required for their industry to successfully transition to net-zero carbon emissions. Our research team conducted the review using International Energy Agency net-zero scenarios where available and referenced work from the Transition Pathway Initiative (TPI), the IIGCC, the Intergovernmental Panel on Climate Change (IPCC), and the Science Based Targets initiative (SBTi).

The review confirmed that the largest exposures to transition risks across our portfolios are within the following industries: Semiconductors & Semiconductor Equipment; Technology Hardware, Storage & Peripherals; Machinery; Life Sciences Tools & Services; Metals & Mining; Food & Beverage; Textiles; and Chemicals.

The risk assessments indicated that, generally, risks and opportunities have been appropriately considered by our analysts. Our evaluation process has led to productive discussions with company managements about climate-related issues, in some cases leading to changes to our internal ESG ratings.

4 | Metrics and Targets

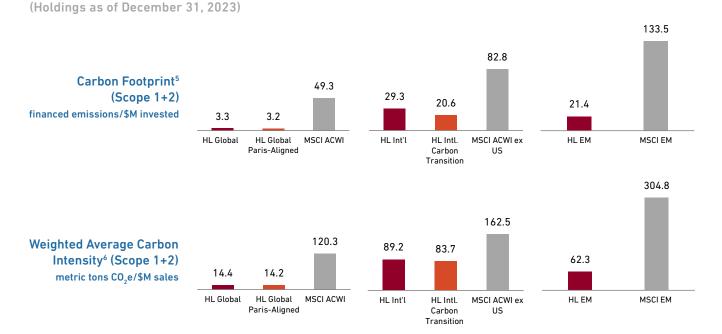
Metrics

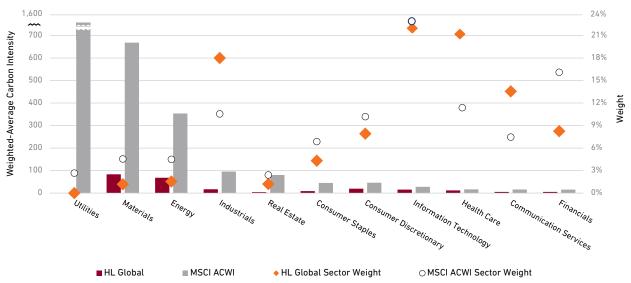
Today, our use of metrics to evaluate transition-related risks and opportunities centers on measurements of carbon and other GHG emissions. As an investment firm, we don't produce material emissions directly, but we may be regarded to "finance" the emissions of companies in which we invest.

We currently compile company-level metrics for Scope 1 and Scope 2 emissions of the companies in which we invest or we consider for investment. These data allow us to calculate the emissions that we finance, as well as the carbon footprint and weighted average carbon intensity of each of our holdings and portfolios. Currently, our strategies have a significantly lower carbon footprint and carbon intensity than their respective benchmarks. Below are the emissions data for our three largest strategies, which together account for approximately 99% of the firm's assets under management.

Our climate-related strategies, a subset of our Global and International Equity strategies' assets under management, have a lower carbon footprint and emissions profile.

Summary of Carbon Emissions Metrics by Investment Strategy⁴





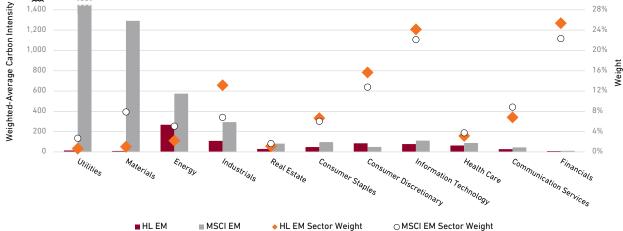
Carbon Intensity and Portfolio Weight by Sector: Global Equity











32%



As we look at exposure by sector on the previous page, our portfolios tend to be underweight the most carbon-intensive sectors, and our portfolios' carbon intensity is low relative to the benchmark within most sectors.

Part of what makes the integration of metrics and emissions data into the investment process challenging is that the quality of company-level carbon reporting doesn't match that of financial reporting. The shortcomings of climate data include a lack of company reporting or incomplete reporting necessitating estimates by the data provider; use of estimates by companies in their reported data; a general paucity of verified and audited data; and higher incidents of company data revisions and restatements. These problems should lessen over time.

Currently, we use emissions data obtained from MSCI, which we attempt to validate independently as part of our research process. We hope that third-party data sources will continue to improve. We are actively engaged with our peers and industry groups to improve climate-related metrics and targets. Beyond the metrics reported above, our analysts consider other climate-related data, including Scope 3 emissions data modeled by MSCI, climate value at risk data from MSCI, as well as data related to exposure to water-stressed regions and country-level climate risk from MSCI, the World Economic Forum, and the Notre Dame Global Adaptation Initiative.

Regarding Harding Loevner's own emissions, we currently manage the firm's Scope 2 emissions through the purchase of renewable energy certificates and renewable energy guarantees of origin, and we offset our Scope 3 emissions from business travel. Our inventoried emissions total in 2023 reflected a slight decrease in our Scope 2 emissions and a slight increase in our Scope 3 emissions compared to 2022 as more colleagues returned to business travel following the COVID-19 pandemic. We continue to consider expanding the bounds of our Scope 3 measurement and offsetting. One example is to potentially include all employee commuting, which would provide a more holistic perspective on our firm's carbon footprint.

In our own operations, for the year ended December 31, 2023, greenhouse gas emissions were as follows:

Harding Loevner Operational GHG Emissions Metrics

	Total Emissions (metric tons CO ₂ e)
Scope 1	0
Scope 2 (Location based)	154
Scope 3 (Business travel)	247

Targets

We have not set emissions targets for our investment portfolios. We rely on our research process, as previously outlined, to evaluate the emissions-related risks and opportunities for companies individually. In general, this approach has led to our strategies having lower carbon footprint and carbon intensity than their respective benchmarks. Certain strategies, such as our Global Paris-Aligned Equity Fund include climate-related eligibility screening.

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Footnotes

- 1. Greenhouse gas (GHG) emissions inventory reported by Harding Loevner LP is for the period January 1, 2023 to December 31, 2023.
- Source: Harding Loevner analyst research. The information provided should not be considered a recommendation to purchase or sell a
 particular security. Non-performance based criteria was used to select the securities shown. The portfolios are actively managed therefore
 holdings shown may not be current.
- 3. Our engagement with Epiroc was conducted on behalf of our Global Paris-Aligned Equity and International Carbon Transition Equity strategies.
- 4. The Harding Loevner's Strategies listed include all similarly situated strategies and covers 98.5% of assets under management as of December 31, 2023. International Equity includes International Equity, International Equity ADR, International Developed Markets Equity, International Developed Markets Equity ADR, and International Carbon Transition Equity. Global Equity includes Global Equity, Global Equity ADR, Global Developed Markets Equity, and Global Paris-Aligned Equity.

Harding Loevner Strategies' weights are as of December 31, 2023. All issuer level emissions data is from MSCI ESG Climate Change Metrics, MSCI®. Data utilized is based on the most recently available data at the time the metrics were obtained from MSCI (September 2024). To the extent reported by the underlying issuer, Scope 1 and Scope 2 emissions data is actual. If not reported, estimates may be utilized as determined by MSCI's proprietary estimation model. This data is subject to change due to underlying issuer data updates.

Metrics based on 98.9% carbon emissions data availability for the Global/Global Paris-Aligned Equity strategy vs. 98.6% for the MSCI ACWI index; 98.6% carbon emissions data availability for the International/International Carbon Transition Equity strategy vs. 99.8% data availability for the MSCI ACWI ex-US index; and 95.8% carbon emissions data availability for the Emerging Markets Equity strategy vs. 100% data availability for the MSCI ACWI ex-US index; and 95.8% carbon emissions data availability for the Emerging Markets Equity strategy vs. 100% data availability for the MSCI Emerging Markets Index. Carbon metrics for Global, International, and Emerging Markets Equity strategies are inclusive of contribution from Global Paris-Aligned and International Carbon Transition.

- 5. Carbon Footprint is measured by (current value of investment/enterprise value including cash (EVIC)) * (Issuer's Scope 1 and 2 GHG emissions) / current portfolio value (\$M)).
- 6. Weighted Average Carbon Intensity (WACI) is measured by (current value of investment/current portfolio value) * (Issuer's Scope 1 and Scope 2 GHG emissions/issuer's Sales (\$M)).

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