

A MESSAGE  
FROM OUR CEO  
ON WHAT  
MATTERS TO US

AS A QUALITY  
COMPANY  
FOUNDED ON  
DIVERSITY OF  
THOUGHT,  
EQUITY &  
MUTUAL  
RESPECT

2025



*“You can’t really know where you are going until you know where you have been.”*

- Maya Angelou, American author, poet, and civil rights activist.

At Comgest, knowing our **history** is essential to positioning ourselves for continued success in serving our clients and stakeholders. Comgest’s founders envisioned an entrepreneurial organisational structure where, as a group of co-owners, everyone would feel encouraged to freely participate, debate and challenge each other as well as themselves. This environment allows individuals to fulfil their potential across all teams and areas of the business, regardless of origin, identity or seniority, enabling the best investment decisions and ensuring we serve as trusted stewards of our investors’ wealth.

Our partnership model is a testament to our commitment to equity and fosters a sense of belonging that motivates us to work together, alongside our clients, towards common goals. It is our values – Courage, Care, Partnership, Quality, and Integrity – that have enabled us to foster a strong culture that embraces diverse teams, equity and inclusion (DEI) at Comgest.

Courage is a cornerstone of our values. We do not underestimate the courage it takes to speak up, nor the importance of having a culture of trust—both internally and externally—along with a shared sense of responsibility in nurturing that courage through cognitive diversity, collective intelligence and continuous learning. Comgest’s flat structure and commitment to transparency encourage our partners to get involved and make their voices heard. Importantly, this principle is what guides us in making thoughtful investment decisions. Our quality growth investment approach and high conviction, consensus-driven investment decision-making reflects our commitment to fostering an inclusive and equitable environment—for our employees, the companies we invest in, and the clients we serve.

**Today**, we all recognise how essential our diverse contributions are to driving growth and how integral they are to our success. In supporting DEI, we strengthen the sustainability of our partnership, attract and retain a diverse workforce and deliver better results for our clients. We understand that diversely talented teams—where unique perspectives and experiences challenge the status quo—are better equipped to deliver strong performance over the long term. With a focus on hiring the best talent, our workforce has naturally evolved to include over 30 nationalities among our 215+ employees, a nearly 50%-50% gender balance and a wide range of educational backgrounds. Comgest is committed to upholding DEI as a fundamental value within our broad partnership. We aim to ensure it remains naturally woven into the DNA of our culture for generations to come.

Looking to the **future**, our ambition and responsibility is to build on the foundations of courage, integrity, trust, and the diversity of background and thought. In applying our investment philosophy and striving for the best outcomes for our clients, colleagues and stakeholders, Comgest is committed to ensuring fair treatment and equal opportunity for all.

Jan-Peter Dolff, CEO