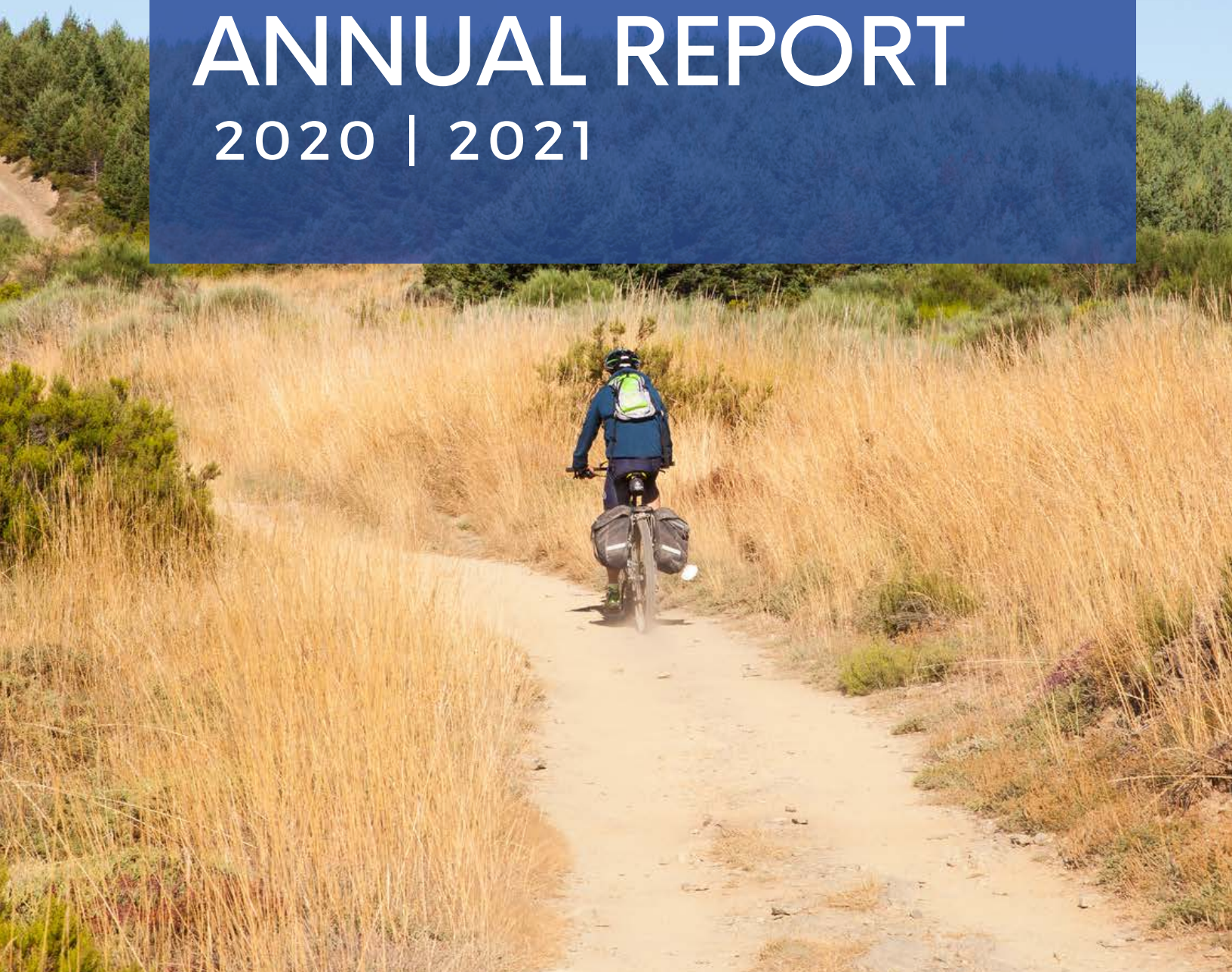

GRANAHAN INVESTMENT MANAGEMENT

FUTURE PATHWAYS ANNUAL REPORT 2020 | 2021



For more information on Granahan Investment Management and our investment offerings, please visit www.granahan.com.



A MESSAGE FROM OUR CHIEF INVESTMENT OFFICER

We introduced the Future Pathways strategy in 2020 to address what we believe is a critical area of need and a compelling investment opportunity for our clients. Our core belief is that as the world embraces a more sustainable future, we anticipate the US SMID Cap universe being filled with many great growth companies that help meet the demand for sustainable clean energy, smarter water management, and reduced waste solutions. We also expect that society will look to the market for answers to these problems, along with ways to improve social outcomes in healthcare, labor, justice, and education.

One of the most compelling qualities of Future Pathways is its diversification. While the fund does include companies that contribute to low carbon solutions, holdings are not overly levered to clean energy stocks. Our greater interest is in companies that improve the world for future generations. We want Future Pathways to be flexible and adaptable to environmental and social issues as they arise and to rotate where the best opportunities exist for stock appreciation in this universe.

Future Pathways is not constructed based on ESG ratings. Current ESG ratings can be a good internal measure for how a company operates, and that's important – but this fund focuses on the external benefits a company can provide. We will not screen out companies based solely on an automated ESG score, as smaller companies are structurally disadvantaged in achieving good ratings. Nor will we be limited solely by optimizing on carbon emissions. That's not what this fund is about. Our focus is on traditional fundamentals while also uncovering the intrinsic value of societal impact. We do this by engaging with what we



DAVID ROSE
CIO, PORTFOLIO MANAGER

believe are quality companies that offer products or services to help larger entities, and even individuals, meet their respective environmental and social goals, and ultimately helping make the world a better place.

Since the US is still in the early innings of prioritizing and applying ESG best practices, there's no standard measure of social good. It's obvious when you see it, but it's not yet reflected appropriately in a global standardized rating system. For that reason, we've chosen to map the Future Pathways portfolio to UN objectives in lieu of providing such things as portfolio level carbon metrics or portfolio level ESG scores that only tell part of the story. Additional details about that are enclosed.

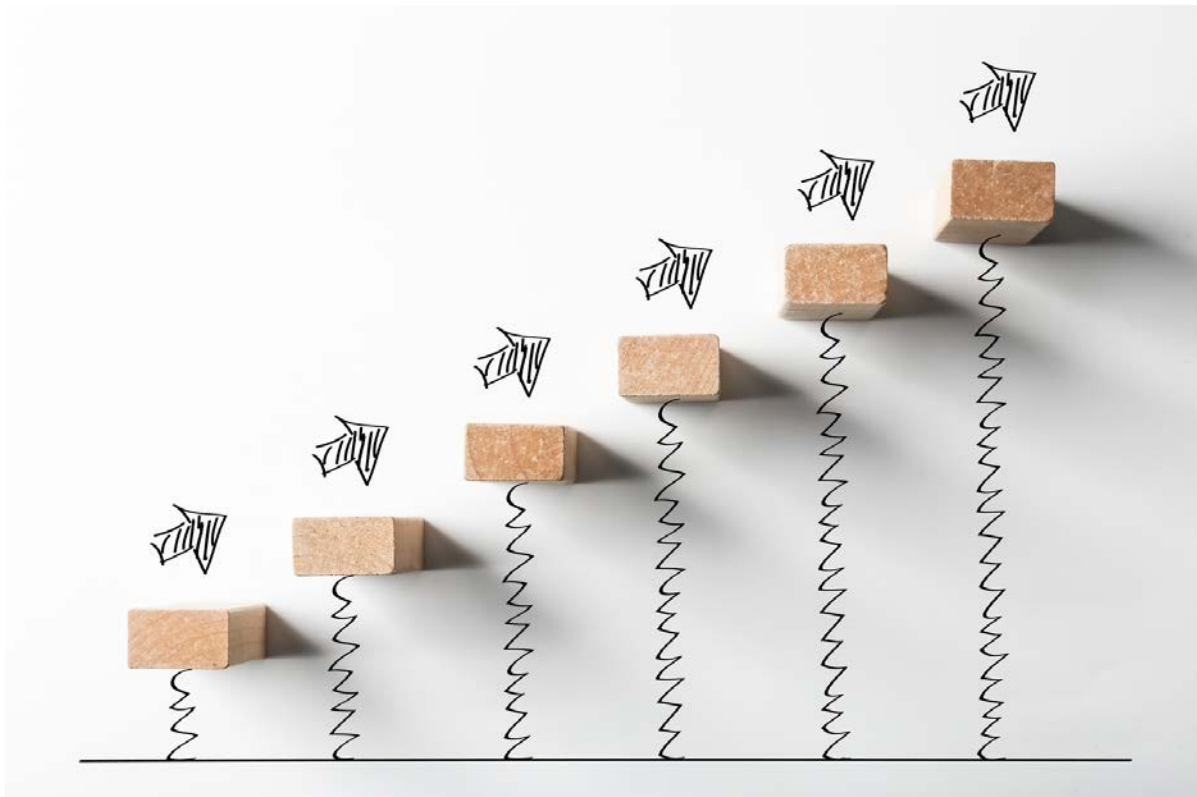
This is our first annual report. We expect that it will evolve and become more refined as companies improve disclosures and learn to measure impact. In the meantime, we're

committed to giving shareholders line of sight into companies we own – what they are doing both internally from an ESG perspective and externally from an impact perspective, how they are doing it, and why it is important. One example is Etsy, a popular e-commerce platform that enables artists and craftsmen from around the world, including developing nations, to sell their unique goods competitively. Merchandise on the Etsy platform can often be sold at higher prices than an artist would be able to earn locally, helping to improve their standard of living. The virtue of Etsy is an easy story to tell, but it is hard for anyone to score or quantify the company's impact on creating social opportunity.

While we want our holdings to have passing ESG grades, the external social impact is what makes a good sustainable growth company, and ultimately is what will help determine if a stock ends up in the fund. As with all of our strategies at Granahan, we're engaging directly with companies hands-on to ensure proper governance and risk management protocols are in place. We are not activist investors - we are engaged investors. We have found that by investigating companies on our own terms, we are able to achieve the best understanding of fundamentals, intention, potential, and ultimately, a company's ability to provide positive change.

Sustainability requires constant innovation, and we believe every industry will be transformed as companies evolve to meet the demands of a net zero world. Our goal with Future Pathways is to find and invest in the SMID cap foot soldiers fighting this war for sustainability. That's where we expect to find growth.

*We believe that
sustainability will be
the key driving factor
for the global economy
in the 21st Century.*





APPROACH

FUTURE PATHWAYS APPROACH
.....

Future Pathways is built on the core philosophy of meeting clients’ investment goals while supporting companies dedicated to making a positive difference in the world. As a firm focused on small- and mid-cap companies, we believe that smaller companies – through their products and services – have an advantage in helping larger businesses meet their sustainability objectives.

Global events have spotlighted a need to rethink how we approach ESG. We need innovation across all sectors. More than ever, **we must incentivize companies with innovative solutions to complex and critical challenges facing us today.**

Future Pathways is a collection of smaller companies helping larger institutions meet their tech, environmental, medical, and societal needs in a direct and impactful manner.

MISSION

FUTURE PATHWAYS MISSION

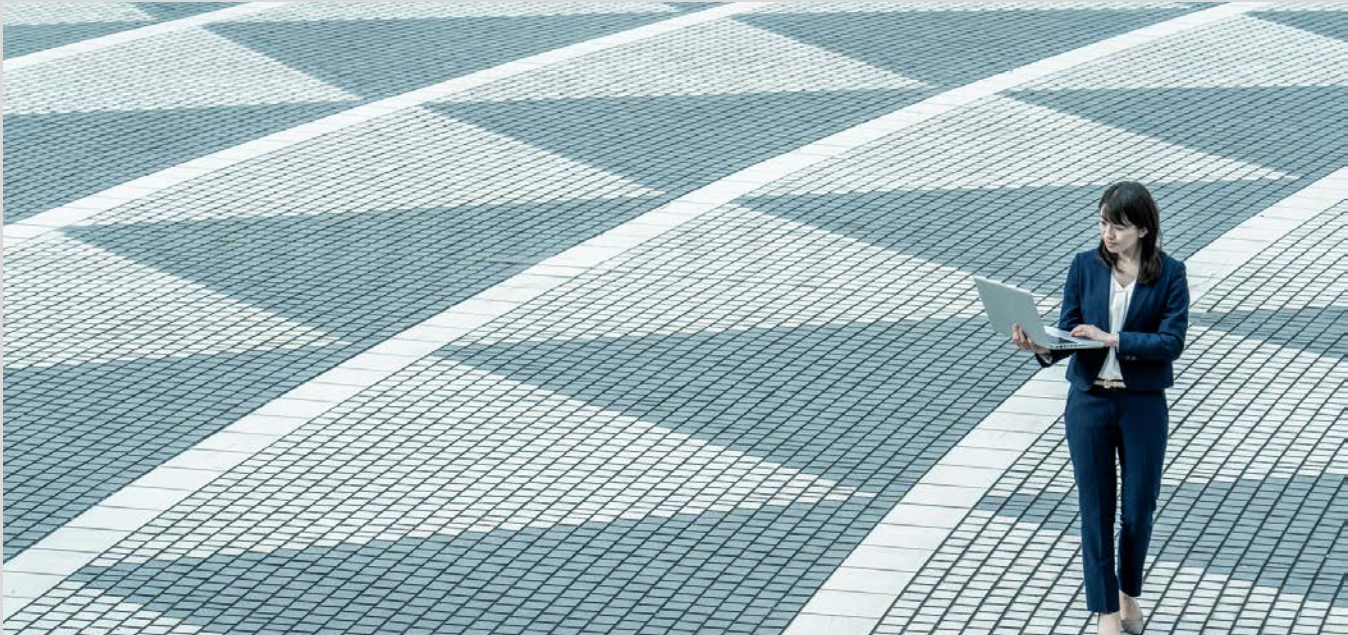


We seek to capitalize on the stock return potential of small- and mid-cap companies that exhibit strong growth profiles across sectors, as well as businesses that are proven sustainability leaders in their industries.

Future Pathways seeks to identify, analyze, and invest in companies making a difference externally by aiding individuals, companies, and governments in meeting their sustainability goals.

This product features forerunner businesses in sectors such as renewable energy, healthcare, and tech.

Companies in this product will address climate change, reduce pollution, promote renewable energy, contribute to social justice, and – most importantly – provide larger institutions and governments with the tools to innovate themselves.



COMPANY REPORTS

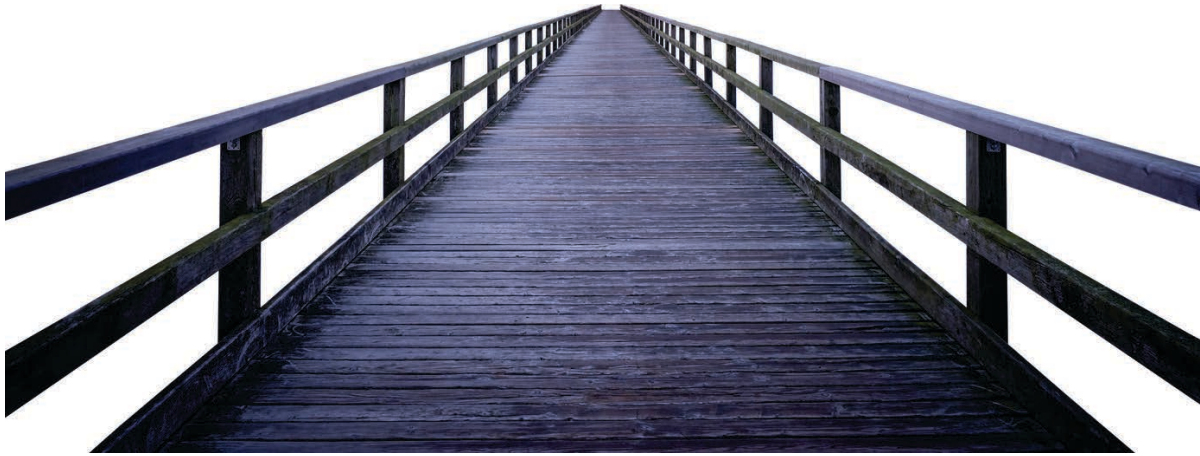
FUND HOLDINGS AS OF 8.31.2021

While rating agencies remain limited in their capacity to fully capture and explore the positive contribution companies provide to the environment, health, and to society, we are optimistic that companies held in Future Pathways can deliver solutions to both environmental and socially-driven challenges.

In order to showcase the ways in which the Future Pathways product contributes to providing overall good, Granahan has developed internal reports that provide additional insight into these companies. These reports, accessible below, are compiled using our own critical analysis, conversations with the companies, and external research.

CLICK THE BOXES BELOW TO ACCESS INDIVIDUAL COMPANY REPORTS

AMRC Ameresco Inc	ARRY Array Technologies	AXON Axon Enterprise	BLDP Ballard Power Systems	BFAM Bright Horizons	CSIQ Canadian Solar	GTLS Chart Industries
CLNE Clean Energy Fuels Corp	DAR Darling Ingredients	DXCM Dexcom	DCI Donaldson Co Inc	ERII Energy Recovery	ENPH Enphase Energy	ETSY Etsy Inc
EVBG Everbrite Inc	EVH Evolent Health	EXPO Exponent Inc	FSLR First Solar Inc	FLEX Flex Limited	THRM Gentherm Inc	HDSN Hudson Technologies
ICAD Icad Inc	PODD Insulet Corp	KRNT Kornit Digital Ltd	LXFR Luxfer Holdings	MPWR Monolithic Power Sys	NLS Nautilus Inc	NTNX Nutanix Inc
POWI Power Integrations	RNLX Renalytix	SSTI Shotspotter Inc	TTEK Tetra Tech Inc	TDUP ThredUp Inc	TREX Trex Company	VCYT Veracyte Inc
		VWDRY Vestas Wind System	VICR Vicor Corp	WTS Watts Industries		



Future Pathways is built on the core philosophy of meeting clients' investment goals while supporting companies dedicated to making a positive difference in the world.



Outlook

We believe sustainability will be the most important driving factor in the 21st Century global economy.



Objective-oriented

We are focused on smaller companies that, through their products and services, help larger businesses meet their sustainability objectives.



Impact-aligned

As the landscape changes toward greater sustainability, we are focused on the smaller companies that are contributing to direct, positive impacts.



Positive Outcomes

Alignment of investor interests: we seek to capitalize on the stock return potential of small and mid-cap companies that exhibit strong growth profiles across sectors, and that we believe are positioned on the right side of positive-outcome disruptive change leading to a sustainable environment.

Sustainability Goals

Key Solutions and Themes

Investment Opportunities

Promote clean energy to slow climate change

- Wind Power
- Solar Power
- Green Hydrogen
- Geothermal

- Solar supply chain, sellers, project managers and operators
- Hydrogen infrastructure, fuel cell companies
- Wind turbines, supply chain
- Sustainable energy financing

Reduce Pollution

- Environmental cleanup
- Recycling
- Eliminating sources of pollution

- Environmental consultants
- Innovative recycling solutions
- Industrial products

Improve efficiency to reduce energy consumption

- Reduce data center power consumption
- Improvements in EV industry
- Reduce power consumption in buildings and homes

- Power management
- Auto technology
- Internet-of-things, LED lighting, HVAC technology

Clean & increase the water supply / reduce water consumption

- Water filtration
- Desalinization
- Irrigation efficiency, sanitation

- Water supply infrastructure
- Desalinization technology
- Water efficiency solutions

Reduce health care costs while improving outcomes

- Diabetes management, value-based care
- Reduced opioid abuse
- Early detection of cancer & disease
- Reduce healthcare inequality

- Medical device companies, diagnostics
- Pain therapies
- Patient management solutions

Improve social justice and opportunity

- Police technology tools
- Community technology tools
- Support for single parents

- Body cameras, non-lethal police tools, gunshot detection
- Internet marketplaces that support individual sellers, sole-owned businesses
- Childcare services

COMPANY HIGHLIGHTS



20% decrease

In EMS transport time when Shotspotter technology is used

*Shotspotter 2021 ESG Report



4.4 million

Active sellers on Etsy (80% female)

*Etsy Website 2021



4.3 trillion

liters of water saved via Kornit-enabled production on-demand

*Kornit 2021 ESG Report



1,000+

Childcare centers operating globally in 2020

*Bright Horizons 10k 2021



246,000+

Lives saved from potential death or serious bodily injury

*Axon website & ESG report 2020



289 million

Gallons of renewable diesel produced in 2020, avoiding ~2.5 million tCO₂e.

*Darling ESG report 2021

BALLARD®

The fuel cell technology developed by Ballard enables the decarbonization of difficult to abate sectors like transportation which represent up to 24% of the global GHG emissions.*Ballard ESG Report 2021

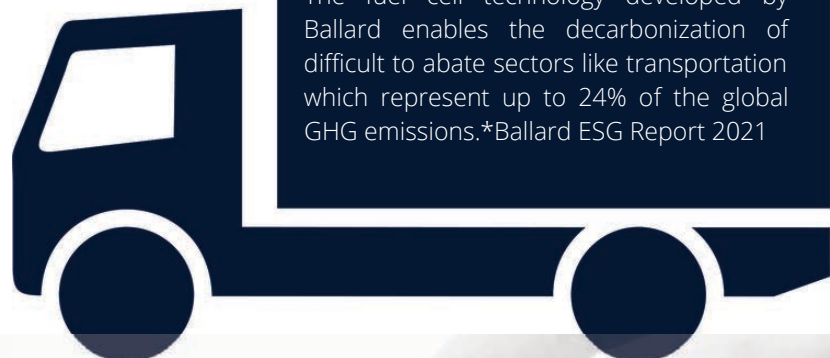


ARRAY TECHNOLOGIES

194,060MW

Array's trackers have helped generate 194,060 MW of clean power, including 3,913.3 MW in 2020.

*Array ESG Report 2021



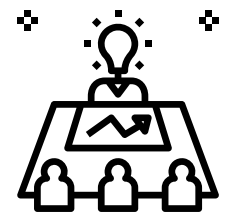
GOVERNANCE HIGHLIGHTS

65%+



Companies in Future Pathways with 20% or more board members identifying as female

90%+



Companies in Future Pathways have board independence of 60%+ or greater

81%+



Companies in Future Pathways publish an annual ESG, Sustainability or CSR Report

52%+



Companies in Future Pathways have an ESG or Sustainability focused committee

SUSTAINABLE DEVELOPMENT GOALS



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2015, the United Nations unveiled 17 Sustainable Development Goals (more commonly known as UN SDGs).

These goals are designed to function as a blueprint to achieve a more prosperous and peaceful future for all.

Future Pathways companies often help target more than one of 17 goal objectives respectively.

Over the next few pages we have mapped out the ways in which this fund helps contribute to many of the Sustainable Development goals.

Our analysis of the fund, which drew on UN SDGs as a guide, found that Future Pathways company goals fall into two main objective categories: *environmental* and *social*. The following graphic demonstrates how the fund classified SDGs into these two broad categorizations:

ENVIRONMENTAL



SOCIAL

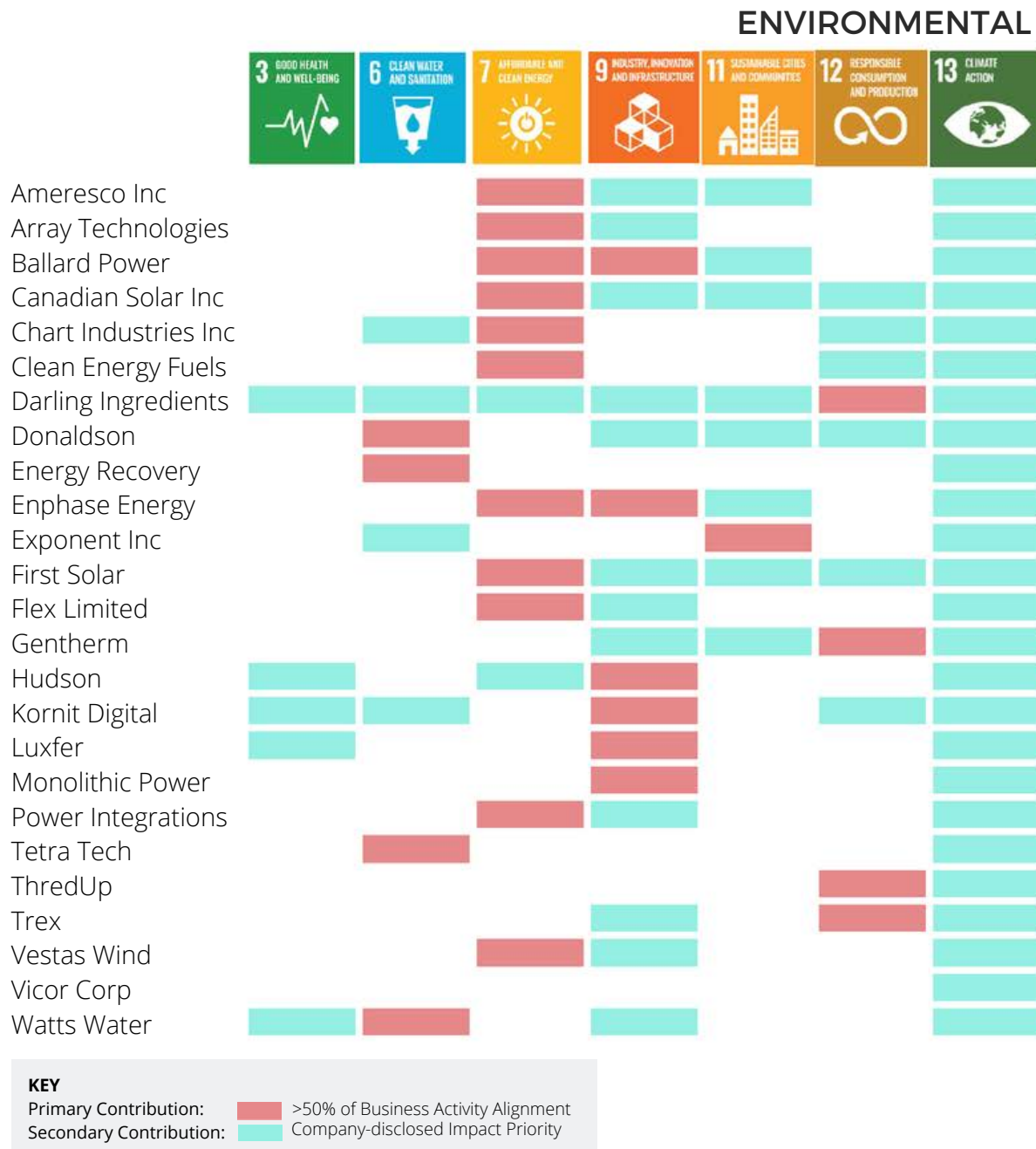


While analysis revealed a fair amount of diversity in company aims, the majority of primary contributions fell under SDGs 3 and 7, "Good Health and Well-Being" and "Affordable and Clean Energy"



To better understand the fund's contribution to UN SDG Goals, we created the map below, matching Future Pathways companies with relevant SDGs.

The boxes tagged 'primary contributions' below represent companies where more than 50% of a their business activity touches specific targets in the assigned SDG goal. We have tagged 'secondary contributions' where a company has specifically outlined external impact or how their internal operations contribute to Sustainable Development Goals.



SOCIAL



KEY

Primary Contribution: ■ >50% of Business Activity Alignment
 Secondary Contribution: ■ Company-disclosed Impact Priority

The 17 Sustainable Development Goals have 169 assigned SDG Targets (usually 4-6 targets per goal) meant to measure and drive progress toward the 2030 timeline. Further analysis into company goals reveals that our fund has touched specific targets within UN SDGs 3 and 7:



- "Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination (Target 3.9)"
- "Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks (Target 3.d)"



- "Ensure universal access to affordable, reliable and modern energy services (Target 7.1)"
- "Increase substantially the share of renewable energy in the global energy mix" (Target 7.2)"
- "Double the global rate of improvement in energy efficiency (Target 7.3)"

Similarly, companies aiming to provide clean and affordable energy like Ameresco, Canadian Solar, Flex and Vestas have spearheaded efforts in sustainable design, developed innovative equipment for solar power systems, and redesigned renewable energy products to make them more efficient.

Other key SDG targets reflected in the fund include, but are not limited to:



- "Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally (Target 6.3)"



- "Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes (Target 9.4)"
- "Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries (Target 9.5)"



- "Enhance inclusive and sustainable urbanization and capacity for participatory, integrated, and sustainable human settlement planning and management in all countries (Target 11.3)"
- "Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management (Target 11.6)"



- "Substantially reduce waste generation through prevention, reduction, recycling and reuse (Target 12.5)"
- "Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle (Target 12.6)"



- "Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries (Target 13.1)"
- "Integrate climate change measures into national policies, strategies and planning (Target 13.2)"

ENGAGEMENTS

Responsible ownership is accomplished in several ways. Perhaps the most reliable is to meet with company management teams directly. In these meetings, we discuss factors and risks, particularly those that could materially impact the value of our investments. These include the market's perception of the company with respect to ESG and sustainability metrics.

We also use these meetings to raise awareness of important issues to management teams and develop a framework for evaluating their responses.

Engagement with management teams is a core part of our fundamental research process, as it gives us unique insights into management quality, business model, governance, financial strategy, and future business prospects.

"Engagement with management teams is a core part of our fundamental research process."

Meetings with management also allow us to evaluate the materiality of risk factors, refine our conviction levels related to our investment thesis, express our views, and enact positive change.

Granahan is one of the first U.S. clients to use Esgaia, an engagement monitoring platform built to measure and track involvement in the companies we own.

esgaia.

GRANAHA ENGAGEMENT EXAMPLE: AXON ENTERPRISE

FUTURE PATHWAYS

Annual Report

Axon Enterprise designs and produces hardware and software to decrease harm in critical public safety situations and reduce gun-related deaths.

The company consists of two branches, a TASER branch (which accounts for 53% of net sales in 2019) and a Software and Sensors branch (47%). The former branch constructs electric weapons designed to limit gun-use, and the latter manufactures body- and car-cams and digital evidence management software.

We have kept an open dialogue with Axon over the last year and feel this is a great example of the ways in which we as investors communicate with the companies we own.

Please see the next pages for a sample of our correspondence.

When body cameras are deployed:

+
Citizen complaints
fall
88%¹

+
Use of force
falls
58%¹

+
Officer court time
is reduced by
70%²

SOURCES: (1) The Effect of Police Body-Worn Cameras on Use of Force and Citizens' Complaints Against the Police: A Randomized Controlled Trial (2015); (2) Queensland Police Domestic Violence Case Study (2017)



Photo credit: Axon Enterprise, ESG/CSR Report

GRANAHAN ENGAGEMENT EXAMPLE: AXON ENTERPRISE

FUTURE PATHWAYS

Annual Report

EMAIL FROM THE AXON MANAGEMENT TEAM, IN ADVANCE OF THEIR FIRST ESG ROADSHOW. OCTOBER 1ST, 2021

Hi David, Jenny and Drew,

As we grow, Axon's board of directors and management team is seeking to connect with shareholders on corporate governance and ESG matters. We are committed to being best-in-class in everything we do, and as we continue to grow, we have sought to identify corporate governance and ESG changes that will create value for our shareholders and advance our corporate values and strategic vision.

We've had such thoughtful conversations with your team on these matters and always find your feedback helpful. We believe shareholder engagement is critically important, especially as we refine our governance and ESG practices. To this end, the Board received feedback following the May 2021 proxy season that some of our shareholders would like to see us migrate to annual director elections and a majority voting standard. We're reaching out to continue the dialogue, understand what governance and ESG considerations matter most to you, and get your feedback on several ideas we are evaluating.

Suggested areas to provide feedback to Axon:

- Board declassification & majority vote policy
- Proxy access
- Delaware forum selection
- Executive compensation
- Employee stock-based compensation plans
- Other matters that you see fit

Based on investor feedback from this roadshow, Axon plans to lean into the 'S' of ESG. They are not a heavy contributor to the E and do not have high negative environmental impact. Axon is internally brainstorming ways to tie executive compensation with ESG goals. Internally, the company is extremely focused on how they can further contribute to reducing officer involved shootings. Rick Smith, the CEO is incredibly passionate on making the bullet obsolete (his best friends were shot and killed in a road rage accident).

Members of our management, Board and legal team will be conducting calls via a Virtual Governance & ESG Roadshow this autumn and we would love to schedule time with you or another member of your governance team. We've copied Elisa Sheppard to coordinate calendars.

We may have shared previously, but if not we encourage you to read through our [2021 ESG/CSR report](#), which covers a variety of topics including TASER device safety, how our products support UN Sustainable Development goals, information security and data privacy (including on body camera videos), information about our AI Ethics Board, employee wellness and diversity, and governance. We appreciate feedback!

Looking forward to connecting,

ANGEL AMBROSIO
Sr. Manager, Investor Relations & ESG



A CONVERSATION ABOUT SAFETY: AXON ENTERPRISE

Jenny Hatton connected with Axon's Director of Investor Relations & ESG, Angel Ambrosio in March of 2022. We wanted to share some key takeaways from this conversation with Axon on the safety, efficacy and advantages of the taser over the gun. We also asked about their approach regarding how law enforcement trains officers and the importance of body cameras.

- The taser device specifically is not a pain compliance tool. It is a de-escalation tool and a restraint tool. Many employees at Axon (including the total of the IR team has taken an exposure).
- Axon provides law enforcement the tools and training to lead to the best possible outcome. The taser device is a restraint and used in lieu of the handgun providing safety for the suspect and the public.
- The camera arm of the company increases transparency, accountability, and the capability for law enforcement to improve their tactics.
- Axon is working on a use of force database that will demonstrate how Axon helps save lives.
- There is a massive gun problem and culture in the United States – overseas this is not the case. In the UK, they are up against the kick, the punch, the baton, or the knife – all pain compliance tools. Axon sees the taser device as the opposite of pain compliance.
- The improper use of taser is a result of human emotion or human element, what we can control is the way the device works and the stopping power of the device.
- Axon has embraced VR training as an effective tool to train officers on proper use of the device, such as making sure you are drawing the taser and not the firearm. The focused synched VR training allows the officers to build that muscle memory to use the device appropriately – an officer can train in VR with the actual device.
- With the Taser 7 specifically, there is high level data that is sent to the cloud such as how many times the taser was drawn, arched, or deployed. You can't pull or monitor from a firearm. With other legacy devices you can pull certain data however the Taser 7 device offers complete data of how that firearm was used.
- Additionally, there is empathy training to identify mental health issues such as schizophrenia or autism – helping to bring that empathetic touch.
- Canada is very innovative with the way they police. They have use the live stream feature on the body camera (which normally just goes back to the police station) to live stream back to mental health professional allowing the officer to be on the phone with the mental health professional (some are contracted out, and some are on hand in the agency) they are talking to them and helping the officer de-escalate in order to avoid the taser being drawn. This can help address ongoing very serious issues such as suicide by cop and the body cameras can be an incredibly useful tool in this instance.
- Axon offers auto-tagging in their body cameras that helps pull and screen for hate speech or specific language and notifies the supervisor or station. Then it is up to the agency to determine what to do from there.
- Several years ago, some officers were resistant to the idea of using body cameras, this is not the case today. Many of the officers want to use the cameras to show what accurately happened.

A GENERAL ESG MEETING WITH AXON ENTERPRISE

David Rose, Jenny Hatton and our ESG intern, Tess Robinson (Tufts) held an initial meeting with Axon to discuss ESG over the summer of 2021.

ISS Datadesk notes they did not find evidence that AXON conducts compliance trainings, risk assessment, audit or third-party anti-corruption due diligence – we realize these are very specific disclosures ISS is looking for – and because of this your “rating” suffers: Axon has internal monitoring programs, although no third party has been contracted to collect such data as anti-corruption due diligence. It does have an anti-corruption and bribery policy.

Cybersecurity: Axon has a whole black box in a separate building where a host of credentials are required for entry to protect data in the event of a cybersecurity attack. It has a series of crisis comms plans for the sake of a cybersecurity emergency.

Axon’s main business motive is to increase social good with the overall goal of protecting life, so its primary ESG component to highlight would understandably be “Social.” That said, is there any intent either now or in the future to track environmental aspects along the value chain, including waste management, energy efficiency, greenhouse gas emissions, and water efficiency? Axon does monitor environmental impacts along the data chain and Axon is aware of the increasing necessity of sustainable production and disclosure. Current head (appointed mid 2020) of the supply chain has a sustainability background. It is committed to the process of learning how to reach carbon neutrality.

How does the company create a positive, comfortable work environment with competitive benefits (including but not limited to access to childcare, special leave, and employment security)? Axon offers competitive benefits and made an active effort to respond to changing employee needs during the pandemic. Employees immediately started working from home, and mental health benefits were rolled out, in addition to Listening Groups and an Affinity Group formed to give voice to employee concerns after the killing of George Floyd. The whistleblowing policy may be rolled into another company policy. There are also non-discrimination and non-harassment policies.

How does Axon approach maintaining non-discrimination in the workplace, or responding to claims of discrimination once they appear? There is an Amnesty box for anonymous employee concerns, and Employee Engagement Surveys are also addressed publicly.

Is there any available information about workplace accident rates, work time flexibility, and whether the health and safety management system conforms to international standards? Axon does collect this kind of data internally, although they are open to more full disclosure if that becomes an increasing need of the industry.

How does Axon measure community involvement? Hired a VP of Community Impact, she was formerly with the New York Policing Project. Her team is exploring how to approach community engagement, with the possibility of a Racial Equity Toolkit. Before products are approved they would pass the examination of this toolkit. Axon Aid was also created in 2020 to help communities harmed by natural disaster.



In 2018, Granahan joined the Principles for Responsible Investment (PRI), a United Nations-supported international network of investors working together to implement six aspirational principles, often referenced as "the Principles".



GIM uses ISS & MSCI for each company under consideration for investment. This research is incorporated into the initial purchase recommendation sheet. It is important to note, however, that each rating company has its own way of measuring ESG factors, and that rating agencies frequently use different metrics and are only updated on an annual basis.

WALL STREET DIVERSITY ACCELERATOR

Granahan is a founding member of the WSDA. The mission of the WSDA internship program is to provide rising sophomores and juniors from underrepresented communities with an introduction to career possibilities in financial services.



We currently vote under the traditional ISS Benchmark policy though GIM retains ultimate authority over the process.



GIM has recently partnered with the European based company and will utilize their platform to help track our conversations with company management, our internal goals and to specifically track and measure contributions to the UN SDGs.



We are a member of the TCFD Alliance and are working toward a strategy to report our findings.

FUTURE PATHWAYS

Annual Report

FUTURE PATHWAYS

As of 8/31/21	Composite Gross Return	Russell 2500 Growth Return	Russell 2500 Return	Composite Assets	Composite # Accts	Composite 3-Yr. Std. Dev	Russell 2000 3-Yr. Std. Dev.	Composite Dispersion	Composite Net Return	Non- Fee Assets	Firm Assets \$ Mil
2021	15.44%	8.98%	17.53%	\$2.40	3	NA	NA	NA	14.69%	39%	\$5,532.2
2020*	43.97%	24.92%	24.11%	\$0.8	1	NA	NA	NA	43.60%	100%	\$4,573.1

NA - Dispersion information is not statistically meaningful due to an insignificant number of portfolios in the composite for the entire year; Standard deviation information has fewer than three years' data. *Partial year performance: August 31, 2020 through December 31, 2020.

COMPOSITE FOOTNOTES

Granahan Investment Management claims compliance with the Global Investment Performance Standards (GIPS®) and has prepared and presented this report in compliance with the GIPS standards. A firm that claims compliance with the GIPS standards must establish policies and procedures for complying with all the applicable requirements of the GIPS standards. Verification provides assurance on whether the firm's policies and procedures related to composite and pooled fund maintenance, as well as the calculation, presentation, and distribution of performance, have been designed in compliance with the GIPS standards and have been implemented on a firm-wide basis. GIPS® is a registered trademark of CFA Institute. CFA Institute does not endorse or promote this organization, nor does it warrant the accuracy or quality of the content contained herein. Granahan Investment Management has been independently verified for the periods January 1, 1993 through December 31, 2019. The verification report(s) is/are available upon request. Verification assesses whether (1) the firm has complied with all the composite construction requirements of the GIPS standards on a firm-wide basis and (2) the firm's policies and procedures are designed to calculate and present performance in compliance with the GIPS standards. Verification does not ensure the accuracy of any specific composite presentation. GIM is an independent, SEC-registered investment firm that oversees small and mid-cap equity portfolios for large institutions and wealthy individuals. The Future Pathways product utilizes fundamental, bottom-up research and analysis to invest in the stocks of companies in the small/SMID cap sector of the market that offer products or services that promote or enable sustainability in other enterprises; many are market disruptions. Future Pathways is a high conviction portfolio typically containing 40-50 holdings. The primary benchmark for Future Pathways strategy is the Russell 2500 Growth Index and the secondary benchmark is the Russell 2500 Index. The composite, created in September 2020, is calculated by asset-weighting the performance of each account on a monthly basis. Accounts are included beginning with the first full month under management and terminated accounts are included in the composite. Performance calculations, expressed in U.S. dollars, produce a total return including cash and the reinvestment of dividends and interest. The dispersion is a standard deviation using equal-weighted total returns for accounts in the composite the entire year. The three-year annualized standard deviation measures the variability of the composite and the benchmark returns over the preceding 36-month period. Leverage is not utilized. Policies for valuing portfolios, calculating performance, and preparing compliant presentations are available upon request. Returns are gross of investment management fees, which when included, reduce investment returns. The standard management fee applicable is applied to calculate the net return. The standard fee for accounts managed in the Future Pathways style is payable quarterly in arrears and is calculated by applying the annual rate of 1.00% times the average value of the assets in the account on the last day of each month in the quarter. Fees are collected quarterly, which produces a compounding effect on the total rate of return net of management fees. Market value is based on trade date and security pricing is supplied by Telemet. A complete list and description of all of the firm's composites is available upon request. Past performance is no guarantee of future results.

We would like to give special thanks to Jenny Hatton, ESG Associate and Captain of GIM's ESG efforts, for her countless hours putting together this comprehensive report.

We are also immensely grateful for the teamwork within our investment organization, contributing great research and collaborating to help this product become what it is today.



GIM is an investment adviser registered with the U.S. Securities and Exchange Commission. Registration does not imply a certain level of skill or training. More information about GIM's investment advisory services can be found in its Form ADV Part 2, which is available upon request.

For more information on Granahan Investment Management and our investment offerings, please visit www.granahan.com.

