Playfair Asset Management

Sustainable Investment Policy

Version current as of August 2024

Purpose

This policy explains how Playfair defines responsible and sustainable investment, our principles in this regard, and how they are integrated and implemented into our investment process on behalf of our clients. This includes thorough analysis to ensure that environmental, social and governance ("ESG") risks and opportunities are properly assessed as a critical part of the overall process.

Client understanding and alignment

Playfair works very closely with our clients to understand their sustainable investment principles and how they want them implemented in their investment strategies. This knowledge and understanding is essential to meet our clients' return objectives in a manner that is aligned with these principles, and what their members believe they stand for.

We also know that it's important for our clients to understand Playfair's sustainable investment principles, to ensure mutual trust and alignment in what can be a highly sensitive, emotional, and sometimes contentious space for our clients' members and the community.

Sustainable Investment defined

Playfair's definition of sustainable investment is aligned with that of the Responsible Investment Association Australasia ("RIAA"), namely it is a "broad based approach to investing which factors in people, society and the environment, along with financial performance, when making and managing investments."

A company will only have a sustainable business model if it genuinely looks after all its stakeholders, not just investors. A quality management team and Board of Directors will create a successful, long-term business and produce sustainable financial returns if they are able to appropriately balance this requirement, which can be challenging for all companies at times. This is why a responsible investment manager consistently engages with both the company and key stakeholders where possible, to ensure effective alignment and take action where there are issues – potential or existing.

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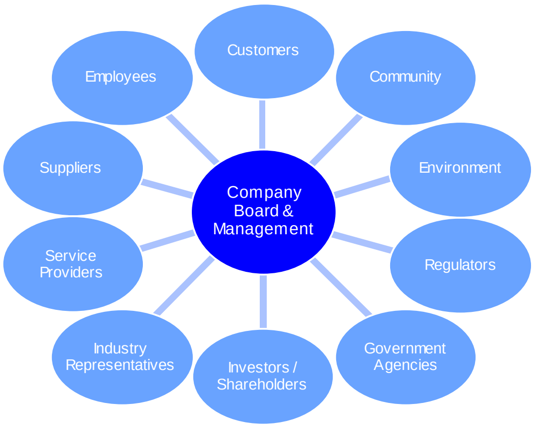
A representation of key stakeholders can be illustrated as:



To properly look after all key stakeholders, a company needs significant financial strength through the generation of sustainable cash flows, return on invested capital ("ROIC") and a strong balance sheet. A company with weak financials will quite simply be unable to care for all stakeholders, which is why ESG Sustainability and Financial Sustainability are highly inter-related and must be assessed in an integrated manner as part of a robust investment process.

Stewardship and Engagement

Stewardship can be relatively simply described as the influence of shareholders over corporate behaviour through engagement, so as to enhance long term value and outcomes for all stakeholders. However, effective corporate engagement is highly complex as all companies are different, which needs to be understood and respected by shareholders. Policies and principles are only as effective as the investment practitioners implementing them, and balancing principles and commercial pragmatism can be highly nuanced.

Working with and on behalf of our clients and their members, Playfair has a responsibility to utilise ownership rights to advocate continuous improvement in ESG practices and transparency in investee companies to achieve sustainable long term returns that are in our clients' best financial interests.

Effective stewardship requires proactive, consistent and experienced engagement with investee companies with a clear understanding of the engagement objectives, a company's progress over time, and resulting actions where progress has been unsatisfactory or misaligned. Playfair firmly believes that investors should not try to 'run the company', but rather seek to work with the Board and management to ensure strong alignment on how capital is being managed and deployed. Sharing of views is also critical – the company should understand the investor, their perspectives on the business, and their rationale for investing.

A key objective of engagement is to keep alignment on track throughout changes that inevitably occur over time, such as with a company's Board, management, strategy and execution. This is particularly important when mistakes are made by a company, which are always testing times for all stakeholders. Due to its importance, Playfair's stewardship initiatives are conducted by all members of the investment team, including portfolio managers and analysts. As such, the insight gained from each initiative is incorporated into our research and investment decision-making process. We document company engagement and record outcomes as an important part of our investment research.

Proxy Voting

The right to vote as a proxy for clients is a valuable asset and hence a critical part of our stewardship responsibilities. Playfair intends, wherever possible and practical, to vote on all resolutions put to shareholders. Our primary objective when voting is to maximise the value of our clients' investments. We consider each proposal on its individual merits and determine a voting position based on the specifics of each company and the relevant proposal.

Playfair will always comply with a client's instruction to vote in a particular manner. However, this instruction will not bind the votes we exercise on behalf of any other clients. Collaboration (where a group of shareholders come together to open a dialogue with companies on ESG issues) can be very informative and effective when considering proxy votes and can also enhance engagement objectives where there are clear areas of mutual concern.

ESG Management

Playfair acknowledges there are many ESG factors that are or could be financially material to the investments that we make on our clients' behalf and have the potential to impact long term returns (both positively and negatively). These factors need to be understood and their risk managed as part of an investment process. ESG factors may include:

Environmental	Social	Governance
Climate	Modern slavery	Business culture and conduct
Waste and pollution	Human rights	Transparent reporting
Biodiversity	Occupational health and safety	Shareholder rights
Energy efficiency	Community engagement	Executive remuneration

ESG factors can be powerful lead indicators (both positive and negative) in an investment as changes in behaviour and culture often precede changes in a company's financial performance.

This is why ESG integration and proactive, consistent and experienced engagement (with knowledge of both financial and ESG factors) are such critical elements in a robust investment process. When combined well, they become key inputs of the risk management process.

ESG Key Focus Areas

As a responsible investor, Playfair tries to assess ESG opportunities and risks within the broader framework of the United Nations Sustainable Development Goals ("SDGs"). We appreciate that all our clients and their members are different and may have different priorities in terms of focus areas. In this policy we highlight Playfair's approach on some of the key ESG focus areas that are currently at the forefront of the investment industry.

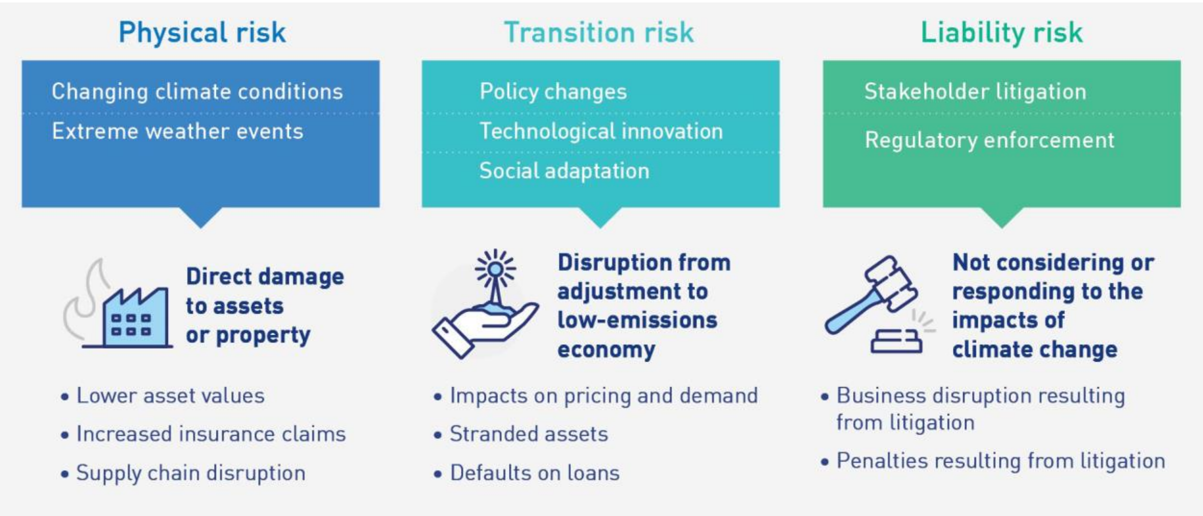
Climate Risk

Playfair acknowledges the findings of the Intergovernmental Panel on Climate Change and supports the United Nations Paris Agreement to limit global warming to well below 2°C by 2050, compared to pre-industrial levels, and transition the economy to net zero.

Climate change is a critical issue as part of Playfair's broader ESG considerations. While a difficult item to measure, disclosure is improving significantly, and we actively track corporate transparency in this area (see Corporate Transparency as one of Playfair's "Sustainability Pillars" in this document).

As an investment manager, Playfair's fiduciary obligation is to maximise returns and minimise risks. Climate change risks are generally longer term in nature and exhibit a lower degree of certainty in terms of impact and timing. APRA has provided guidance to its regulated entities on how a prudent organisation should consider the financial implications of climate change risks and opportunities for its investment portfolio. This guidance is set out below.

Climate Change Financial Risks



Source: APRA

Playfair undertakes research and engagement to better understand the possible impact from climate risks and encourage company action which has the potential to mitigate these risks. The risks and challenges that companies face in this regard vary enormously by region and industry sector, which must be understood and respected by investors as it's the companies that carry the responsibility of decarbonising the assets they own and operate.

Through engagement with the company and collaboration with our clients, peers and third-party experts, we aim to assess a company's transition plan to achieve decarbonisation on a case-by-case basis and monitor progress regularly. Action may be taken from an investment perspective depending on the adequacy and viability of a transition plan, and also its execution in achieving milestones.

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Transition climate risks are regularly assessed, including an estimation of the following:

a) Carbon footprint of the portfolio, including financed emissions and carbon intensity (weighted average carbon intensity attribution analysis).

b) Exposure to fossil fuels and potential emissions from fossil fuel reserves.

c) Assessment of low carbon transition risk and transition opportunities.

d) Portfolio companies' progress in setting and achieving emission reduction targets.

To support this assessment, scenario analysis is employed (under different climate scenarios) to estimate potential financial impacts. Climate Value at Risk (Climate VaR) is broken down into policy, technology, and physical risk components (e.g., extreme heat, coastal flooding, and cyclones).

Climate Scenario Analysis, Illustrative Example

Climate Value at Risk

Selected Scenario : 2°C NGFS Orderly

	2°C NGFS Orderly			1.5° REMIND NGFS Orderly			1.5° REMIND NGFS Disorderly		
	Portfolio	Benchmark	Active	Portfolio	Benchmark	Active	Portfolio	Benchmark	Active
Policy Climate Var (Scope 1,2,3)	-2.1%	-5.1%	3.0%	-12.9%	-17.5%	4.6%	-16.5%	-20.3%	3.8%
Technology Opportunities Climate VaR	0.1%	0.4%	-0.3%	0.5%	1.6%	-1.0%	0.8%	2.0%	-1.2%
Physical Climate VaR Aggressive	-5.7%	-4.7%	-1.0%	-4.6%	-3.4%	-1.2%	-4.6%	-3.4%	-1.2%
Aggregated Climate VaR	**-7.6%**	**-9.3%**	**1.7%**	**-17.0%**	**-19.3%**	**2.4%**	**-20.3%**	**-21.7%**	**1.4%**

	2°C NGFS Orderly			2° REMIND NGFS Orderly			3° REMIND NGFS NDC		
	Portfolio	Benchmark	Active	Portfolio	Benchmark	Active	Portfolio	Benchmark	Active
Policy Climate Var (Scope 1,2,3)	-2.1%	-5.1%	3.0%	-2.1%	-5.1%	3.0%	-1.4%	-4.9%	3.6%
Technology Opportunities Climate VaR	0.1%	0.4%	-0.3%	0.1%	0.4%	0.4%	0.1%	0.4%	-0.3%
Physical Climate VaR Aggressive	-5.7%	-4.7%	-1.0%	-5.7%	-4.7%	-1.0%	-6.8%	-6.1%	-0.7%
Aggregated Climate VaR	**-7.6%**	**-9.3%**	**1.7%**	**-7.6%**	**-9.3%**	**1.7%**	**-8.1%**	**-10.6%**	**2.6%**

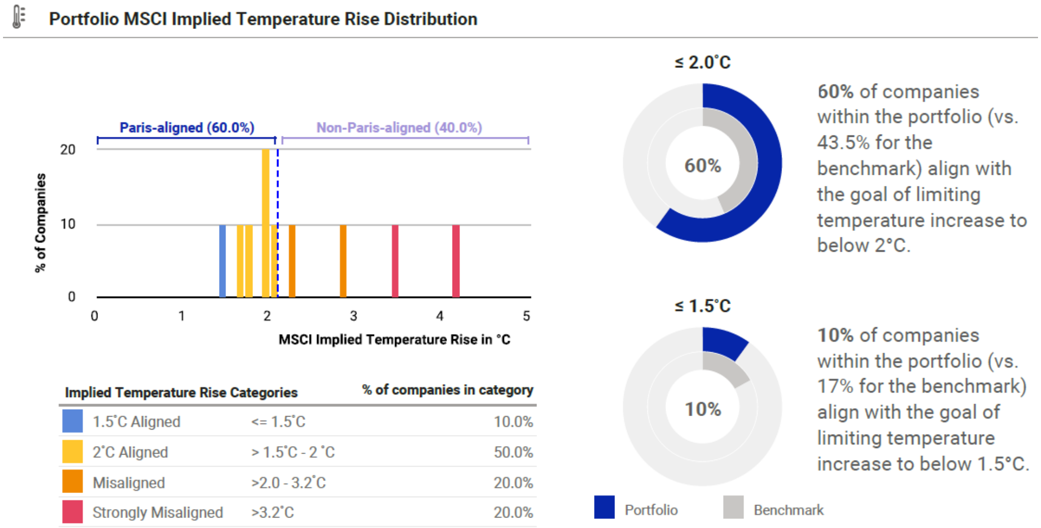
Source: Playfair Asset Management, MSCI

Playfair assesses investee entities' alignment with the global goal of achieving net zero emissions by 2050 or sooner using a metric called Implied Temperature Rise (ITR). ITR is a forward-looking metric expressed in degrees Celsius that indicates how well a company's emissions targets align with the goals of the Paris Agreement. It assesses whether a company's projected greenhouse gas (GHG) emissions are in line with the pathways required to limit global warming to well below 2°C and pursue efforts to limit it to 1.5°C.

The portfolio-level ITR uses an aggregated budget approach. It compares the sum of "owned" projected GHG emissions against the sum of "owned" carbon budgets for the underlying fund holdings. The portfolio's total estimated carbon budget surplus/deficit is then converted to a degree (Celsius) of temperature rise using science-based Transient Climate Response to Cumulative Emissions (TCRE). The allocation base used to define ownership is Enterprise Value including Cash (EVIC) to enable the analysis of equity and corporate bond portfolios.

A lower ITR indicates better alignment with climate goals, while a higher ITR suggests misalignment. Companies with an ITR of 1.5°C or lower are considered aligned with the most ambitious goal of the Paris Agreement.

Implied Temperature Rise Distribution, Illustrative Example



Source: Playfair Asset Management, MSCI

Modern Slavery

Playfair considers modern slavery to be a substantive and complex global ESG issue which can impact some of the most vulnerable people in society. Forced labour and other forms of modern slavery also pose financial risks (e.g., they can inflate earnings unsustainably) and is therefore included in our assessment of company risk.

'Modern Slavery' means conduct which would constitute an offence under the Modern Slavery Act 2018 (the "Act"), and this includes trafficking of persons, illegal forms of child labour, slavery, forced labour, deceptive recruiting, debt bondage or offences involving non-citizens working in Australia without the correct visa.

While Playfair is not a reporting entity under the Modern Slavery Act, as part of our process we make due enquiry of investee companies and consider the risk of modern slavery and human rights practices in their operations and supply chains. In identifying and addressing these risks, we utilise a framework which is based on the UN Guiding Principles of Business and Human Rights.

Playfair's focus on investee companies in this regard typically centres on regions and industries/sectors where there is a higher risk of modern slavery, which usually revolves around international operations and supply chains. This can include sectors such as consumer staples, consumer discretionary, transportation, resources, and property/real estate. Issues that need to be monitored include workplace conditions, underpayments of employees, disclosures and transparency when issues arise.

While the efficacy of third-party tools and datasets in assessing modern slavery and human rights risks are still developing, Playfair uses Controversy Assessments from external providers, including MSCI and Sustainalytics, and we are currently in the process of reviewing additional sources. We believe that strong collaboration with clients, other managers, and industry bodies is critical given modern slavery is a universal issue and can be challenging to monitor.

Safety

Playfair believes that a company's approach to safety and how it implements safety standards is one of the most important indicators of a company's culture. There is much supporting evidence over a long period of time (particularly in the mining sector) that companies with high safety standards and strong safety records tend to be the most efficient. There is also a high correlation with productive management and staff engagement, which is intuitive.

As part of our research effort, Playfair engages with companies on their safety commitment and standards for all their stakeholders. An important part of our sustainability analysis is understanding the responsibility a company takes when accidents do occur, their transparency, and their response.

Playfair ESG Integration

Playfair believes that ESG factors have the potential to impact the risk-return profile of a company and are key drivers of long-term wealth creation. We believe that companies with sound financials and good ESG practices have more sustainable long term business models and are better able to adapt to changing environments, be they economic, social or natural.

ESG analysis is a fundamental, integrated part of the Playfair investment process. Playfair's portfolio managers and analysts are responsible for conducting rigorous, bottom-up research that is focused on understanding the ESG and financial sustainability of businesses.

Through a proprietary framework that is linked to long-term value creation, the Playfair team make detailed ESG and financial sustainability assessments for each company. These assessments are a core component of our assessment of the operational quality of a company and are a naturally integrated element of the Playfair investment process.

Playfair Sustainability Score

The culmination of our comprehensive company research process is a Playfair Sustainability Score ("PSS"). Companies with a high PSS demonstrate financial and ESG risk profiles that typically enhance their capacity for future wealth creation.

Sustainability represents the ability of an organisation to adapt to a changing environment while maintaining performance. A company's capacity to reduce adverse environmental and social impacts resulting from their business operations is highly dependent on their overall financial sustainability. While there are many measures of sustainability that focus on different parts of the ESG landscape, we employ a proprietary sustainability scoring system to assess both financial and ESG risk at a company level.

The PSS combines the assessments of two key dimensions:

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a) ESG sustainability: Evaluates a company's performance on environmental, social, and governance issues to gauge long-term business sustainability and determine if the company offers prudent stewardship of investor capital; and

b) Financial sustainability: Evaluates a company's competitive position and the nature and strength of the drivers underpinning that position.

Utilising Playfair's selection of company specific factors provides the foundation on which to build a sustainability assessment as it facilitates:

a) Global comparability in metrics;

b) Linkage between ESG, corporate performance, and valuation;

c) Objectivity and full transparency; and

d) Broad coverage.

The approach enables Playfair to make a comprehensive assessment of a company's ability to sustain its performance over the long-term.

The PSS is one of five components of our proprietary assessment of a company's operational quality and is also evaluated separately within the Playfair Scorecard: a framework used to systematically assess key company fundamentals. ESG risks, where material, are also factored into our view of a company's valuation. The outcomes of these assessments inform our investment decision-making and portfolio construction.

An in-depth understanding of the ESG risks and opportunities of a company is a critical step in our bottom-up, fundamental analysis, and is a key component of our assessment of the quality of a company. To achieve high conviction, we undertake a comprehensive ESG assessment of all prospective investments. ESG information is gathered as part of the deep, fundamental research undertaken by our investment team.

Playfair considers a comprehensive list of sustainability and ESG factors comprising eight distinct pillars, each representing a key aspect of corporate sustainability. The pillars are designed to complement each other to build a balanced assessment of a company's sustainability while also independently representing sufficiently robust assessments of their areas of focus.

Playfair Sustainability Pillars

ESG Sustainability	Financial Sustainability
Resource Efficiency: What is the intensity and how reliant are the company's operations on various forms of natural resources?	**Competitive Strength:** What is the profitability and growth profile of the company?
Governance: Are management incentives aligned with long-term wealth creation? Is compensation aligned with actual value added?	**Accounting:** To what extent is the company's profitability profile driven by accounting and/or tax policies that are unreliable or aggressive?
Corporate Transparency: Is the company forthcoming with investors in providing information critical to understanding and evaluating the business?	**Balance Sheet:** Has the company been financed such that economic shocks can be absorbed? Can value-creating growth be pursued by the firm?
Third Party ESG Scores: Is the company involved in controversies or other non-financial issues that could disrupt operations, distract management, or harm stakeholders?	**Innovation:** Is the company's competitive strength anchored in innovation? Does it invest appropriately to maintain this innovative edge?

Playfair's ESG Sustainability pillars

Playfair assesses a company's ESG Sustainability by evaluating a company's performance on ESG issues to gauge long-term business sustainability and determine if the company offers prudent stewardship of investor capital. ESG issues are assessed systematically, focusing on issues where data is publicly disclosed, coverage is reasonably comprehensive, and a relationship between the ESG issue and corporate performance and valuation can be drawn. Understanding a company's reliance on natural capital is a key component of sustainability. As the availability of ESG data with these characteristics expands over time, new elements may be added.

a) **Resource Efficiency** assesses each company's consumption of carbon, energy, water, and waste relative to their fundamentals to determine resource intensity. The more resource intensive a company's operations are, the more susceptible the company might be to the price and/or availability of that resource.

b) **Governance** focuses primarily on agency risk – the risk that the interests of the owners and the management of a company are not aligned. The pillar seeks to identify (i) the extent to which CEO incentives are aligned with long-term wealth creation (Management Incentives) and (ii) the extent to which CEO pay is aligned with achieved financial performance (Pay for Performance).

   i. Management incentives can be challenging for investors because of the complex, inconsistent nature of filings (e.g., remuneration reports), the lack of standardised data, and the need to incorporate context when determining if certain incentives are appropriate for a firm. Our assessment of 'Management Incentives' focuses on four key areas: (1) Transparency & Focus, (2) Total Shareholder Return, (3) Short-Termism, and (4) Incentive Plan Design.

ii. Pay for Performance gauges the extent to which pay is aligned with the achieved corporate performance delivered by management. This is measured by assessing the relationship between CEO compensation and economic profit across two dimensions: level and trend. Our assessment favours those companies where CEOs are delivering high levels and rates of change of economic profit relative to their pay. Companies that rank the lowest will be those offering high levels of CEO compensation relative to the level and change in a company's economic profit.

c) **Corporate Transparency** seeks to identify the risk associated with companies that are the least forthcoming in providing the information shareholders need to gauge the strength and risks associated with their businesses. Investors rely heavily on publicly available information to assess both the operational and ESG profile of a firm. To a large extent, the ability to make these assessments, and confidence in them, is driven by the level of transparency provided by companies.

d) **Third Party ESG Scores** allows us to objectively incorporate data from third-party providers of ESG data. Currently, this pillar incorporates two data items from Sustainalytics and two from Refinitiv (Overall Risk and Controversy Scores), but the providers and scope of data included may be expanded over time. The use of third-party ESG data ensures we benefit from the incorporation of independent perspectives and consideration of risks outside the scope of financial and statutory data. For example, controversial activity can have a meaningful economic impact on a company resulting from legal and reputational repercussions and the diversion of management's attention.

Playfair's Financial Sustainability pillars

A company's capacity to reduce adverse environmental and social impacts resulting from their business operations is highly dependent on their financial sustainability. Playfair assesses a company's financial sustainability by evaluating its competitive position and the nature and strength of the drivers underpinning that position. This is done by assessing a company's competitive strength, accounting quality, balance sheet, and its track-record for innovation.

a) **Competitive Strength** seeks to evaluate a company's competitive position via two key drivers of wealth creation: profitability and growth. Companies with the highest Competitive Strength scores are more likely to have competitive advantages and growth profiles that suggest opportunities exist for them to compound wealth by expanding their businesses. Persistently uncompetitive profitability represents an impediment to long-term sustainability, even if the company is otherwise conservatively financed with clean accounting and robust ESG credentials.

b) **Accounting** provides an essential complement to the Competitive Strength and Balance Sheet pillars in evaluating financial sustainability. The pillar is designed to detect circumstances that may impact investors' confidence in the quality of a company's financial results such as anomalies in financial reporting, inconsistent accounting policies, or potentially unsustainable tax situations.

c) **Balance Sheet** evaluates the financing of a company's balance sheet and the weight of a company's implicit and explicit spending obligations relative to its cash flows. Companies with conservative levels of debt and healthy cash flow are better positioned to weather periods of economic weakness and can opportunistically pursue attractive growth opportunities. Companies with higher leverage, weaker cash flows, and higher spending needs could be unable to invest in initiatives that defend the company's long-term competitive position, be reliant on the availability of equity capital, cut dividend payments, or face insolvency.

d) **Innovation** seeks to identify companies that have more innovative cultures. The pillar credits companies where research and development ('R&D') is a larger proportion of the company's invested capital base, its annual R&D spending is high as a proportion of sales, and a material proportion of the company's market value is attributed to expected future investment. Though high levels of investment in R&D don't ensure successful innovation, the pillar provides a transparent and objective way to identify companies that seek to adapt to change and defend against competition through the merits of their ideas.

The cash flow-based metrics that Playfair employ address a notable challenge: differentiating between companies that have minimal or no debt financing. For example, early-life-cycle growth companies rarely have high levels of debt, but cash burn could leave them reliant on the availability of equity capital for funding. Similarly, a mature, conservatively financed company with an aggressive dividend policy and high capital expenditure requirements could lack the flexibility needed to fund carbon mitigation efforts, the adoption of new technology, investment in brand, or other efforts needed to sustain the company over the long term.

Third party data

Playfair sources external input from various sources including research houses and specialist data providers, industry groups and publications, Government agencies and regulators, broker ESG research, and media commentary. As required, we can also source data from other groups including proxy advisors, expert networks and consultants.

Screening

Playfair sets a high ESG bar for the inclusion of companies in our investment strategies. Our investment teams use the PSS as a base which considers both financial and ESG sustainability factors that may apply to a company. Our investment team make a judgement as to the materiality of ESG factors, considering context, durability and whether there has been any change in company behaviour. Changes can be powerful investment performance lead indicators, both positive and negative, and whether there is an observable trend. When considering the materiality of ESG factors we assess both the financial impact as well as the company's impact on all stakeholders and the environment. The PSS also allows for a peer-group comparison of each company's performance.

We understand that our clients may wish to apply various levels of screening (both positive and negative, i.e., exclusions) depending on their investment universe criteria and designated strategy objectives. This may also include United Nations Security Council sanctions regimes, and the exclusion of companies and benchmarks as directed by our clients.

Ongoing Engagement and Monitoring

Playfair continually monitors for changes and developments on key ESG issues to ensure that investee companies are true to label with their strategies and commitments and maintain the right alignment as per our investment thesis. For each investment we create a tailored list of the most relevant ESG issues given the operations of the company and assess the adequacy of mitigation actions the company is taking against these risks. We monitor progress in our regular research meetings and hold separate meetings to specifically discuss ESG.

If a significant ESG issue arises, we will review the issue and decide the appropriate course of action on a case-by-case basis. All companies make mistakes – it is a question of degree, and then the response. This is why swift transparency and accountability are critical elements of a sustainable culture, as is the extent and seriousness of a company's response. Experienced and considered engagement is essential in these situations in order to determine the appropriate investment decision, and how this is communicated to our clients.

Governance and oversight

Governance over ESG and sustainable investing is a shared responsibility at Playfair.

a) The Board of Directors: The Board of Directors have formal oversight over, and accountability for, responsible investment at Playfair;

b) Investment Team: Playfair's ESG integration and engagement initiatives are conducted by the investments team. As such, the insight gained from the process is incorporated into the research and investment decision-making process.

c) Investment Committee: Playfair's Investment Committee oversees the implementation of this policy and integration of ESG into investment decision-making.

Reporting

Playfair reports to clients on ESG related investment and engagement initiatives through the normal course of client reporting, marketing presentations, and bespoke client requests.

Reports are based on both our proprietary Playfair sustainability framework and MSCI ONE, which is our primary ESG-focused portfolio reporting and analytics tool.

Among other portfolio level reports, we generate a periodic Climate Risk Report which covers the following key areas.

a) **Transition Risks and Opportunities**:

- Carbon footprint of the portfolio, including financed emissions and carbon intensity (weighted average carbon intensity attribution analysis).
- Exposure to fossil fuels and potential emissions from fossil fuel reserves.
- Assessment of low carbon transition risk and transition opportunities.
- Portfolio companies' progress in setting and achieving emission reduction targets.

b) **Scenario Analysis and Physical Risk**:

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- Climate VaR under different climate scenarios, assessing potential financial impacts.
- Breakdown of Climate VaR into policy, technology, and physical risk.
- Detailed analysis of physical climate risks, such as extreme heat, coastal flooding, and cyclones.

c) **Temperature Alignment**:

- Implied Temperature Rise (ITR) of the portfolio, indicating its alignment with global temperature goals.
- Distribution of companies within the portfolio based on their ITR.

d) **Additional Topics**:

- Carbon footprint attribution analysis.
- Exposure to low carbon solutions and green revenues.
- Energy sector exposure, including oil & gas and power generation.

Adaptive capacity and carbon risk management initiatives.

Collaboration and Commitment

As part of Playfair's commitment to incorporate ESG matters into our investment process, it is our intention to become a signatory to the United Nations-backed Principles for Responsible Investment ("PRI"), and members of the Responsible Investment Association Australasia ("RIAA") and Investor Group on Climate Change ("IGCC").

In becoming a signatory to the PRI, Playfair acknowledges "*that applying these Principles may better align investors with broader objectives of society.*"

Therefore, where consistent with our fiduciary responsibilities, Playfair commits to the following:

a) Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes;

b) Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices;

c) Principle 3: We will seek appropriate disclosure on ESG issues by the entities in which we invest;

d) Principle 4: We will promote acceptance and implementation of the principles within the investment industry;

e) Principle 5: We will work together to enhance our effectiveness in implementing the principles; and

f) Principle 6: We will report on our activities and progress towards implementing the principles.