J. STERN & CO.

UK STEWARDSHIP CODE 2020

J. Stern & Co - Stewardship Report – Calendar Year 2021

PRINCIPLE 1: SIGNATORIES SHOULD DISCLOSE HOW THEIR PURPOSE, INVESTMENT BELIEFS, STRATEGY AND CULTURE ENABLE STEWARDSHIP THAT CREATES LONG-TERM VALUE FOR CLIENTS AND BENEFICIARIES LEADING TO SUSTAINABLE BENEFITS FOR THE ENVIRONMENT, ECONOMY AND SOCIETY.

Our Firm

J. Stern & Co. is an investment partnership based in London, Zurich and Malta. The firm was established in its current form in September 2012, but builds on the Stern's family's 200-year old banking heritage. As of 31st December 2021 our Assets under Management were $1.2bn, 25% of which were owned by the Stern family and our partners.

We manage the assets of institutions, families, trusts, charities and other investors through long-term investments in concentrated portfolios of global equity and other assets. Our clients derive clear benefits from investing alongside the Stern family, namely from their investment approach, their long-term track record, network and experience.

We are a small team of around 30 full-time employees across our Investment, Marketing, Operations and Compliance teams. We pride ourselves in the entrepreneurial and deeply collaborative culture of our firm that brings together a highly experienced, committed and diverse team of professionals.

Our Investment Philosophy

We offer our investments through funds and separate managed accounts. When we invest, our core principles are to:

- Look for quality and value in businesses that will deliver absolute performance and create enduring value.
- Invest for the long term. We aim to actively own, as opposed to trade, the investments we make.
- Focus on direct investments in stocks and bonds and a limited selection of non-correlated assets including third party managed funds.
- Base our investment decisions on our own research and using our own portfolio managers.
- Support strong senior management teams in businesses we invest in but hold them to account where we have concerns.
- Strive for absolute rather than relative performance as we believe this is what ultimately matters for our clients.
- Have a clear, simple and transparent approach that fully aligns us with our clients. We do not use hedging, leverage, short selling or derivatives as part of our core investment approach.

Central to our investment philosophy is a rigorous process of fundamental proprietary research based on independent, in-house analysis complemented with active engagement. Our research combines a traditional financial analysis approach with a dedicated environmental, social and governance framework (the "ESG Framework"). As long-term investors we believe it is critical to take a holistic view of any investment, focusing not only on its underlying financial profile and associated risks but also its sustainability practices and policies.

Companies do not exist in a vacuum but are part of a nexus of environmental and social influences that mean that they are subject to a social licence to operate. We believe it is critical for us to understand and incorporate this broader perspective in our analysis. Investing for the long term and across generations makes a social licence particularly important because it is founded in structural influences and regulatory and reputational risks that a more conventional financial analysis would not capture.

We strongly believe that companies that successfully manage ESG-related risks and opportunities strengthen the sustainability of their competitive position and improve their prospects for generating sustainable value over time.

In 2021, we offered two main strategies. Our listed equity strategy is the World Starts Global Equity Strategy which seeks to achieve a target return of 8-10% per annum by investing in 25-30 global companies with a strong and sustainable competitive position in a good and growing industries, managements with a record of value creation and the financial strength to weather any adversity. Our Multi-Asset Income Strategy seeks to achieve an annual income of 4-5% and a net total return of 6-8%, by investing in three asset classes, namely equities, fixed income and non-correlated assets. We offer both these strategies through a fund structure and as separate managed accounts.

What Stewardship Means to Us

We consider ourselves stewards of our clients' capital. Stewardship serves as a powerful philosophy focusing on generating long term returns based on quality, value and sustainability. Direct engagement with company managements is a core part of how we believe we can deliver for our clients. We believe both asset owners and asset managers are well-placed to identify issues and implement change. Stewardship is as much about responsible ownership as a considered approach to selecting investments.

We engage actively with the companies we have invested in, and where we believe our companies should take more aggressive action to address issues, we raise our voice to encourage change. We see this as an integral part of our role as stewards of our clients' capital. Maintaining a constant dialogue with company management is key to how we discharge our stewardship responsibilities, and we believe it as a way to maximise shareholder value over the long-term.

Stewardship considerations form a key part of the investment decision process at the Investment Committee level, where the sustainability profile of current and potential investments and associated risks and opportunities are discussed as part of the overall investment thesis. ESG issues and stewardship activities are routinely discussed during our investment team meetings. We focus on emerging ESG trends and policy developments that have the potential to influence our investee companies as well as company specific issues or controversies that may arise.

Outcomes

2021 was another unprecedented year with the omicron covid-19 variant triggering another round of lockdowns in the beginning of the year and with disruptions in global supply chains leading to significant dislocations in business activity. We believe our focus on quality, including ESG factors, has proven key in the ability of our strategies to withstand the ongoing volatility and outperform the market over the last two years.

Our World Stars Global Equity Fund closed the year up 19.7% in US dollar terms whilst our Star Multi-Asset Income fund closed the year up 8.5%. Our focus on quality businesses, and particularly the emphasis on financial strength and operational execution, has meant that our holdings have been able to successfully navigate the rapidly evolving environment. We are also pleased to see the deep commitment of our investee companies to sustainability, ever raising the bar in terms of related disclosures, policies and targets.

Looking Ahead

In the last three years our efforts have been focused on formally implementing our ESG framework across our investments. During 2022, we extended the roll out of our ESG framework beyond our direct equity and fixed income investments to cover our investments in third-party funds, with our ESG framework now covering 99% of our assets under management. We recognize that ESG remains a dynamic space and as such we are constantly looking at ways to enhance our processes and their rigour.

PRINCIPLE 2: SIGNATORIES' GOVERNANCE, RESOURCES AND INCENTIVES SHOULD SUPPORT STEWARDSHIP.

Organisational Structure

Stewardship embodies the responsible planning and management of all our resources. This encompasses business decisions made by our managing partners and senior management as well as how we invest on behalf of clients. We believe that if the business in its entirety has adopted a stewardship "mindset" this then filters down and affects every level of the organisation. We believe it will ultimately have a positive impact on how we deliver outperformance for our clients.

We have a structured approach which embeds stewardship in the investment process and ensures lessons from stewardship activities are fed back into the investment cycle. Our ESG framework, including our approach to stewardship, was reviewed and approved by the Investment Committee.

Our Investment Committee sets our investment strategy and approves investments, with individual portfolio managers making decisions to buy or sell securities that have been so approved.

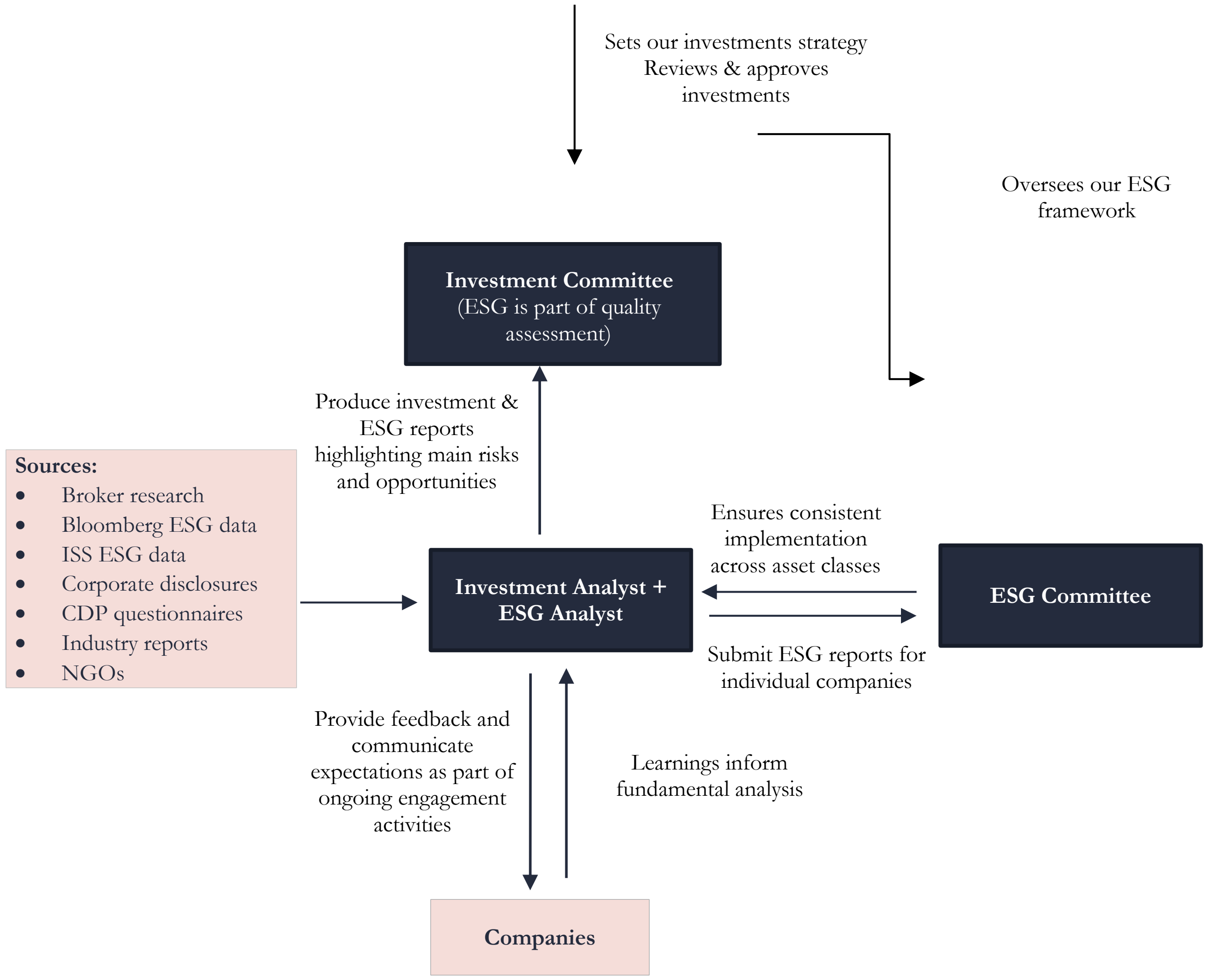
Oversight of our ESG efforts lies with the Investment Committee. The implementation of our ESG framework is overseen by a dedicated ESG Committee, which is comprised of senior members of the investment team and is responsible for ensuring uniform implementation across asset classes, industries and issuers.

Our individual analysts are primarily responsible for conducting engagement activities with their respective companies, in close collaboration with our dedicated ESG analyst. Each of our analysts covers 10-15 companies on average, with a view to the long-term, which allows them to gain an in depth understanding of their companies and sectors. ESG is fully integrated into our investment analysis. Our dedicated ESG analyst works with each investment analyst to identify material ESG issues and to analyse their potential effect on our investee companies, summarising the conclusions in a dedicated ESG report. Relevant ESG engagement issues identified as part of this analysis are followed up directly by our investment team. We believe this structure allows our team to engage in productive conversations with the managements of our investee companies leveraging their in-depth understanding of the issues at hand.

Our renumeration policy is aligned with our investment strategy, risk appetite and values. Our remuneration policy aims to: promote remuneration which is in line with the market rate for equivalent roles; prevent conflicts of interest; take into consideration financial and non-financial metrics to assess the performance of employees; and procure that it does not incentivise excessive risk-taking, including sustainability risks.

We incorporate stewardship and ESG related targets in the annual performance review of ESG Committee members and investment analysts. An assessment of achievements against these targets constitutes part of the annual performance review process for these team members, which is then used to determine part of their variable compensation level. ESG and stewardship targets include maintaining up to date dedicated ESG reports for each of our investee companies, incorporating the conclusions of this analysis into the overall evaluation of each investment as well as identifying relevant engagement issues.

Our ESG Framework



Our Investment Team

The investment team is responsible for carrying out stewardship activities and consists of ten investment professionals. The team includes a dedicated ESG analyst who works with the rest of the investment team on ESG issues and our stewardship activities.

We pay particular attention to the diversity of our investment team, which we believe is essential in ensuring that different ideas and perspectives are incorporated in our investment approach. We foster an inclusive culture which allows the benefits of this diversity to be realised. Our investment team comprises of 10 investment professionals. The team has a combined 140 years of experience, represents 8 nationalities, and speaks 7 languages, 33% of our investment colleagues being women, including at senior investment professional level.

Our Investment Team

Name *Years of relevant experience*	Role	Background	Qualifications
Chris Rossbach *28*	Managing Partner, Chief Investment Officer, World Stars Portfolio Manager	Fundamental stock picker / PM at Perry Capital, Lansdowne Partners, Magnetar, Merian Capital; Lazard Freres	BA Yale MBA Harvard
Katerina Kosmopoulou, CFA *22*	Senior Equity Analyst and Deputy PM	Portfolio manager at RCM Allianz Global Investors	BSc University of Bath MSc University of Reading Board member of the CFA Society of the UK CFA Certificate in ESG Investing GARP Certificate in Sustainability & Climate Risk
Zhixin Shu, CFA *26*	Senior Equity Analyst	Portfolio manager at State Street Emerging Market Fund & Asia ex-Japan Fund, Morgan Stanley European Fund, Newton Global Equities	BSc and PhD Imperial College London MBA University of Ottawa
Giles Tulloch *13*	Senior Equity Analyst	Investment analyst at Henderson Global Investors, Credit Suisse and HSBC	LLB University of Edinburgh LLM University College London
Denisse Saldana Guerreo *4*	Investment Associate - Equity	Corporate Actions Associate, Raymond James	British Columbia Institute of Technology
Jean-Yves Chereau *33*	Portfolio Manager	CIO Halkin Inv MD, Prudential of America PM at Nomura, Millennium Partners & Satellite AM	PhD BD University of Paris II Pantheon-Sorbonne
Charles Gelinet, CFA *13*	Senior Credit Analyst	Investment Analyst at GIB Asset Management Leveraged Finance Analyst at Investec Bank	BEng University of Bristol Postgraduate Diploma London School of Economics CFA Certificate in ESG Investing
Josh Ye *6*	Credit Analyst	Investment Analyst at BCI Finance	BSc University of Warwick
Jack van Keulen *3*	Investment Associate - Credit	Performance and Risk Analyst at Close Brothers Asset Management	BSc University of Surrey
Rian Cook *1*	ESG Analyst	International non-profit, Planet Tracker	MSc University of Edinburgh GARP Certificate in Sustainability & Climate Risk

The full biographies of our investment professionals can be found on our website: www.jsternco.com/our-firm/our-team/

Resources & Training

We consider stewardship to be core to our investment process. We do not outsource this important duty to service providers and stewardship activities are carried out directly by our analysts. This ensures that the analyst carrying out engagement activities has an in depth understanding of the company's business model, growth drivers, and how it manages risk and opportunities.

We have continued to invest in ESG related resources, by engaging a specialised ESG data provider, namely ISS (Institutional Shareholder Services), to allow us to use quantitative data in a more comprehensive way and to complement our own internal analysis. This follows the addition of a dedicated ESG analyst to the team in 2020. During the last three years we have developed internal systems and processes that record and monitor our engagement activity in a transparent way as well as databases that aggregate our ESG analysis conclusions in a way that facilitates communication to external parties, including clients.

Staff that are involved in stewardship activities, including investment analysts and portfolio managers, receive proper and comprehensive training on stewardship. We also hold internal training sessions on topics relevant to stewardship and ESG which we make available on a firm-wide basis reflecting the importance of these issues to our firm's philosophy and values. Where appropriate, staff receive external training and certifications, including the CFA UK Certificate in ESG Investing and the GARP Sustainability and Climate Risk Certificate.

Outcomes

We believe our current organisational structure has supported the effective execution of our stewardship and engagement responsibilities. Allocating responsibility of stewardship activities to our analysts has enabled a seamless integration of the underlying investment analysis and corresponding engagement activities. It has allowed for a richer dialogue with the managements of our holdings, enabled a faster response as issues arose, especially in light of the rapidly evolving landscape that the last two years have presented, and has acted as a powerful signal to external stakeholders of the importance of stewardship to us as an investment house.

Looking Ahead

We continue to invest in our sustainability and stewardship efforts.. We have made additional investments in data and research tool providers, broadened the scope of collaborative engagement activities, and continue to support relevant training opportunities.

PRINCIPLE 3: SIGNATORIES SHOULD MANAGE CONFLICTS OF INTEREST TO PUT THE BEST INTEREST OF CLIENTS AND BENEFICIARIES FIRST.

Summary of our Conflict Policy

Our conflicts of interest policy aims to ensure that all potential and actual conflicts between our firm, its associates and the interests of our clients are identified, evaluated, managed, monitored and recorded. Material potential conflicts of interest are disclosed to clients and prospective clients. Where we do identify a conflict of interest, we will always act in the best interests of our clients in accordance with our obligation to treat them fairly.

Our conflicts of interest policy has broadly two parts: ensuring that we and every team member is able to identify situations where a conflict may arise, and then how to prevent and or manage those conflicts prejudicing clients' interests.

It is not always possible to prevent actual conflicts of interest from arising. In that case we will try to manage the conflicts of interests by appropriate means, including by declining to take on the new client, segregation of duties, or implementing Chinese Walls.

Our conflict of interest policy is available on our website at all times. In addition, our compliance team maintain a number of compliance registers as required by our regulators and one register specifically deals with conflicts of interest.

Our full conflicts of interest policy is available at www.jsternco.com/legal.

Outcomes

During 2021 we identified no conflicts of interest relating to stewardship. However, that does not mean that conflicts of interest may not arise in the future – so our vigilance remains high. We have identified a number of situations where conflicts of interest could arise that relate, directly or indirectly, to our stewardship obligations or how we vote or engage with companies that we have invested in. These examples are of course not exhaustive.

Firstly, companies we invest in may offer us or members of our team hospitality or gifts. Our policies prohibit our team from accepting any gift or other benefit that cannot properly be regarded as justifiable in all circumstances. Our policies also prohibit bribery outright – defined as the "offering, the giving or acceptance of any bribe intended to induce an 'improper performance' of a relevant function or activity". The risk is that gifts can lead to us making decisions in respect to a company, whether that is investing in the first place or voting in a particular way, that may be not in the best interests of our clients. Gifts therefore above a certain financial value need to be approved by the Compliance Officer and of a lower value but not de minimis need to be notified to compliance.

Secondly, a client could hold a position as a director or officer or major shareholder in a company we invest in on behalf of other clients. We do come across senior management in companies we invest in, but to date none are our clients and, so far as we are aware, none hold shares in funds that we manage. If such a situation were to arise, we would probably deal with it by ensuring that the analyst that covers the company does not deal with the client that has an interest in that company.

Thirdly, we may occasionally have situations where one client wants us to exercise stewardship over assets we manage on their behalf in a different way to us, or other clients (particularly in situations set out above). We would expect to deal with this by acting as clients direct, even if that means that we vote in different ways on the same resolution in respect to single managed accounts. No investor in a collective fund that we manage has such an ability to ask us to vote and we would not accept any obligation to do so.

Fourthly, one of our team could hold an external position that may cause a conflict of interest relating to stewardship. All our team need consent before taking up such a position under our employment contracts and where they involve fiduciary responsibility, they also need compliance consent. Our partners, directors and associates hold as a result very few such positions, but should they give rise to a conflict of interest, we would deal with such a conflict on a case by case basis, fully involving the compliance officer who could require our team member to recuse themselves from acting on the matter (either internally or in their external function) or even withdraw consent to hold that external position.

Finally, it should be noted that our portfolio managers, partners and directors all receive dedicated conflicts of interest training, with a focus on identifying and reporting potential conflicts, and with issues specifically related to ESG being part of that training.

PRINCIPLE 4: SIGNATORIES SHOULD MONITOR AND RESPOND TO MARKET-WIDE AND SYSTEMIC RISKS TO PROMOTE A WELL-FUNCTIONING FINANCIAL SYSTEM.

Assessing Market-wide and Systemic Risks

Our investment philosophy is based on a bottom-up approach, focused on companies that can deliver returns over the long term. We therefore believe that risks such as short-term geopolitical tensions or macroeconomic factors, including moves in currencies or interest rates, are unlikely to affect the value of our equity investments over the longer term, though they can lead to significant short term market dislocations. We therefore monitor these risks as such. Where we do hold short duration assets, namely bonds, such risks, including sovereign risk, are incorporated in our investment analysis and fixed income assessment.

We undertake regular risk reviews of our core strategies to ensure that their risk profile remains well managed. We use Bloomberg's risk analysis system, which includes scenario testing, to evaluate key short-term market risks. Such scenarios include dislocations in the energy markets, significant foreign currency moves and broader financial market shocks. We also look at overall exposure levels to individual sectors, geographies and factors. We manage these exposures on a dynamic basis, seeking to ensure that no single parameter has the potential to disproportionately affect the overall performance of our strategies.

At the same time, we recognise that there are systemic risks that are likely to have a lasting long-term impact across industries and economies. Most notable among these are climate change, and other environmental risks. These are incorporated in our investment analysis as part of the integration of ESG factors in our assessment of current and potential investments.

Climate Change

A critical part of our assessment of companies is how they consider climate change at a strategic level. We look at whether our companies have conducted detailed climate scenario analysis and how it is incorporated in the strategic planning. We pay particular attention to whether our investee companies have time defined GHG emission reduction targets, including if these targets have been approved by the Science-Based Targets Initiative, and whether they have policies in place to identify and manage climate related business risks. We systematically look at whether companies report to the CDP (Carbon Disclosure Project) and follow TCFD (Taskforce for Climate Related Financial Disclosures) recommendations for disclosures.

Transition risks from Climate Change

We seek to understand our exposure to climate transition risks by calculating the weighted average carbon intensity of our World Stars Global Equity portfolio and comparing it to our investable universe and broader market. We conduct an analysis of our investee companies' scope 1 & 2 emissions intensity to understand absolute levels of intensity and how companies are performing versus peers. Scope 1 emissions are emissions that arise from the company's own operations and Scope 2 are emissions that arise from the purchase of electricity consumed by the company. We expect companies to report on their emissions in a transparent and comprehensive manner, which ideally includes disclosure of scope 3 emissions (scope 3 emissions occurring upstream or downstream in the value chain) if relevant for the industry.

Direct and Indirect Physical Climate Risks

We have sought to identify any exposure to direct physical risks affecting our holdings. Our holdings in the Agriculture sector are directly exposed to the risk of drought and other extreme weather events that could impact farming production output. Our infrastructure assets, such as our holdings in telecom tower operators, also have exposure to extreme weather events. Finally, a significant share of our holdings, depend on water either as a critical raw material or during the manufacturing process. Those companies that operate in water-stressed regions could face more stringent regulations, conflicts with local communities and higher production costs.

Several of our holdings have indirect exposure to the risks described above through their supply chains. Most notably, Food & Beverage manufacturers and companies who use natural products as their raw materials, are exposed to climate-related disruptions to their agricultural supply chains.

We include these topics regularly in our engagement discussions with our investee companies. We are continuously trying to deepen our understanding of the effects of climate change on our investments. During 2021, we looked at options to engage specialist climate scenario analysis providers as part of this effort but concluded that the output of such providers is often still at a nascent stage. We will continue looking for appropriate tools that can deepen our understanding of the effects of climate change on our investments. In the meantime, we aim to continue building on our own internal capabilities in the area.

Collaboration with Other Stakeholders

We seek to collaborate with other stakeholders in order to promote well-functioning financial markets. As such, we regularly take part in various industry initiatives.

Sustainable Accounting Standards Board (SASB) / IFRS Sustainability Alliance

We are members of the SASB Alliance, now renamed as the IFRS Sustainability Alliance. SASB's mission is to help businesses around the world identify, manage and report on the sustainability topics that matter most to investors. SASB has developed a set of 77 industry-specific standards which identify financially material sustainability topics and associated metrics for companies to report on. As Alliance members, we believe we have a role to play in promoting SASB aligned disclosures among corporates as well as helping further develop the standards themselves. We see comprehensive, transparent, and comparable non-financial disclosure as essential to the accurate pricing of ESG risks and opportunities in financial markets.

We believe that the merger of the Value Reporting Foundation (home to the SASB Standards) into the IFRS Foundation, and the establishment of the International Sustainability Standards Board (ISSB) opens the way to the development of globally accepted ESG standards, simplifying and homogenising ESG reporting to the benefit of both investors and corporates. As members of the IFRS Sustainability Alliance we look forward to playing our role in ensuring that investor input is taken into consideration as ISSB works towards its final recommendations.

Principles for Responsible Investment (PRI)

We are signatories to the UN PRI. The PRI is supported by the United Nations and is a global organisation which works to understand and promote the integration of ESG factors in investment and ownership decisions. As systemic issues like climate change pose an increasing threat to market stability and economic prosperity we believe the willingness of the global investment community to act collectively and proactively to address these risks will be a key determining factor in mitigating and adapting to their impact.

PRINCIPLE 5: SIGNATORIES SHOULD REVIEW THEIR POLICIES, ASSURE THEIR PROCESSES AND ASSESS THE EFFECTIVENESS OF THEIR ACTIVITIES.

The ESG Committee and the Chief Investment Officer conduct an annual assessment of our stewardship and engagement activity, monitoring the effectiveness of our interactions with our investee companies, whether outcomes matched our objectives, and required further action. All of our policies are reviewed annually, as part of our internal controls.

We published our initial *Roadmap for Sustainable Investing* in January 2020. The document outlined our ESG approach and implementation framework. This framework was developed by the investment team and in consultation with the Investment Committee. In January 2021 we published a follow up article *Sustainability[3]: Reflections of a Year of ESG Implementation* outlining some of the lessons learned through our efforts to implement this framework across our investments. We have continued to refine our ESG framework since to ensure that our processes fulfil industry best practice.

We recognise that industry norms and expectations around stewardship and sustainability are evolving rapidly. We have engaged with a number of industry bodies, including the UN PRI and the SASB Alliance (now known as the IFRS Sustainability Alliance) to ensure our approach to stewardship is aligned with current industry standards. We also seek to maintain a constant dialogue with external stakeholders, including investors in our managed accounts and funds, as well as financial intermediaries and consultants, to ensure that it meets stakeholder expectations.

We review our reporting to ensure it is fair, balanced and understandable and make adjustments as required. Through our annual client account review discussions we get direct feedback from clients about the quality and content of our reporting, and to date it has been substantially positive. A few clients have wanted more or less frequent reporting, which we have been able to accommodate, and some prospects have wanted more detailed information about sustainability which we have been able to provide. We are however aware that we can always improve our reporting. We are currently undergoing an assessment of our internal systems where we have sought formal feedback from all those who deal with clients. We plan to incorporate the conclusions of this appraisal process into any reporting enhancements we seek to make.

A link to our *Roadmap for Sustainable Investing* can be found on our website: https://www.jsternco.com/our-roadmap-for-sustainable-investing/

Outcomes

We are encouraged that our ESG approach has received positive feedback by market participants, including industry consultants. We are proud to be named by the FRC as signatories to the UK 2020 Stewardship Code. We were also pleased to see that our first UN PRI filing as signatories, submitted in 2021, was awarded positive scores. Out of the four modules on which we were rated we received 5 out 5 stars in the Listed Equity (Incorporation) module, 4 out 5 starts in both the Fixed Income (Incorporation) and Listed Equity (Voting) modules and 3 out of 5 stars in the Investment & Stewardship Policy module. As a result of this assessment, we have identified some areas, including engagement with public policy makers, as areas where we can expand our engagement activities going forward.

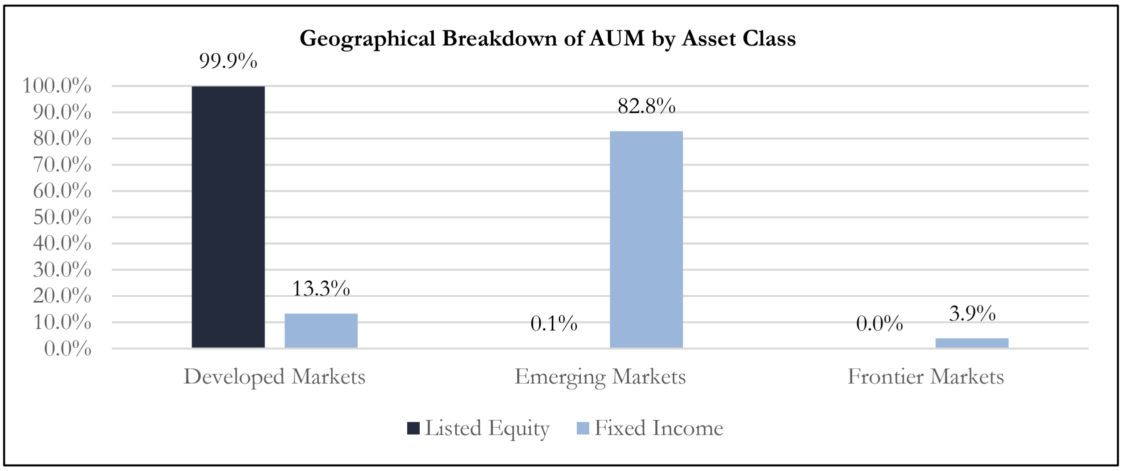
We are continuously refining our ESG framework to adapt to a fast-evolving landscape. In 2021 we tightened our assessment criteria to further enhance the transparency and rigor of our approach, by developing a set of objective, independent criteria that are our now universally applied for our internal ESG assessment process across asset classes.

PRINCIPLE 6: INSTITUTIONAL INVESTORS SHOULD TAKE ACCOUNT OF CLIENT AND BENEFICIARY NEEDS AND COMMUNICATE THE ACTIVITIES AND OUTCOMES OF THEIR STEWARDSHIP AND INVESTMENT TO THEM.

Overview of our Client Base and AUM

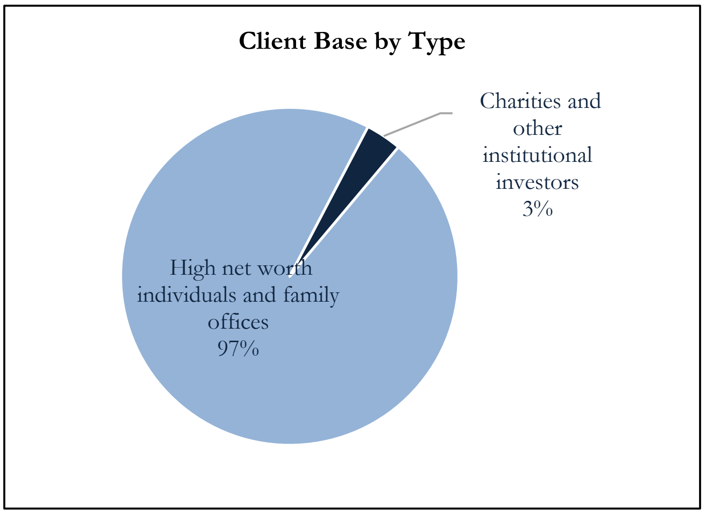
We manage the assets of institutions, families, trusts, charities, high net worth individuals and other investors. We offer our investments through funds and separate managed accounts. Information regarding the funds we manage is available on our website, subject to regulatory restrictions. Our investment time horizon is medium to long term, depending on the strategy, being at least 5 years for all strategies.

As of 31/12/2021, we had US$1,205 million of assets under management ($947 million in 31/12/2020). Our assets were invested primarily in equities, comprising over 92% of our assets under management. The rest of our assets under management comprised of fixed income (6%), specialist credit funds including trade finance and royalty finance funds (1%), and football financing, extended to clubs and primarily secured on TV rights and advertising revenues (1%).

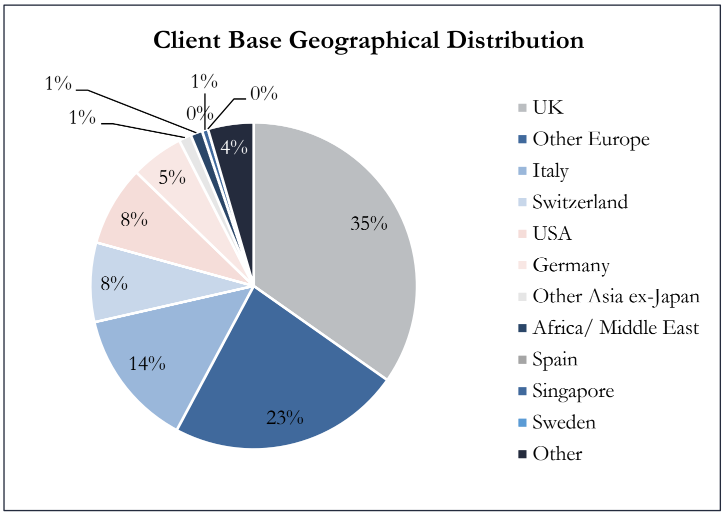


Approximate geographical breakdown of AUM as of 31/12/2021 based on MSCI Country Classification Standard

High net worth individuals and family offices accounted for 97% of the client base, with charities and other institutional investors representing the balance.



Client Base by Type as of 31/12/2021



Client Base by Geography as of 31/12/2021

Managing Assets in Alignment with Clients' Stewardship and Investment Policies

Our stewardship activities are an integral part of how we manage money for our clients. We believe that there must be an appropriate level of transparency designed to promote effective stewardship and assist the analysis and evaluation by asset owners.

We discuss our stewardship and engagement approach with clients at the time of signing a new mandate as well as during the annual review process. We seek and take into account our clients views and goals on stewardship, including any specific requests as it pertains to their voting policies.

Where clients do not wish us to vote on their behalf, we will incorporate that in the mandate accordingly. In some cases, clients will also have specific sustainability objectives, including the desire to not invest in specific sectors like tobacco, defence or fossil fuels, and we incorporate these to the mandate design.

Reporting to our Clients

We provide summary disclosures regarding our firm-wide annual engagement and voting activity, which we make available on our website and on request we provide full information directly to clients of separate managed accounts.

Over 80% of our assets under management are in single managed accounts. We conduct detailed annual account reviews with all such clients. This provides a valuable mechanism for us to ensure we understand the needs of our clients as they evolve over time.

We incorporate in our annual reviews with all clients the following information regarding our stewardship activities: an explanation of the process with which we discharge voting on their behalf, a summary record of our voting activity, including our rationale for instances where we voted against the board's recommendations, and examples of our engagement activity with our investee companies. We provide more information, such as a detailed analysis of how our holdings score against our six core ESG dimensions or the portfolio's weighted average carbon intensity, if requested by clients or where we believe it is relevant to the clients objectives, for example in the case of institutional clients. Our investment reports and dedicated ESG reports are available to our clients at all times.

Outcomes

We seek to raise awareness of ESG and stewardship topics with our clients and beyond through the publication of various Insights focusing on our approach to sustainability and stewardship (January 2021: *Sustainability³: Reflections of a Year of ESG Implementation*) as well as on the implications of these topics on specific sectors (July 2021: *The Promise, Risks & Opportunities of Plant-Based Nutrition;* December 2021: *Global Economic Transformation, Transition to Net-Zero and the Upcoming Supercycle in Capital Investment*). We also include a discussion on these topics in our quarterly webinars to existing and prospective clients featuring our CIO, Christopher Rossbach, including a detailed presentation on our approach to ESG and engagement in our September 2021 webinar led by our Head of ESG, Katerina Kosmopoulou.

We maintain an active dialogue with our clients to ensure that their needs and concerns are appropriately reflected in our reporting. Our annual reviews incorporate a summary of our voting and engagement activities. When requested by clients we also provide more detailed information on key ESG and stewardship parameters, as well as any specific investment reports or dedicated ESG reports that they would like to receive. We continue to look at ways to expand the content of our ESG reporting to clients.

PRINCIPLE 7: INSTITUTIONAL INVESTORS SHOULD SYSTEMICALLY INTEGRATE STEWARDSHIP AND INVESTMENT, INCLUDING MATERIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES, AND CLIMATE CHANGE TO FULFIL THEIR RESPONSIBILITIES.

Central to our investment philosophy is a rigorous process of fundamental proprietary research which is based on independent, in-house analysis Our research combines a traditional financial analysis, focusing on underlying fundamentals, strategy, financial performance, sustainability of competitive advantage, capital structure, capital allocation track record and other risks- and our separate ESG Framework which covers environmental, social and governance issues.

The goal of our research process is to reinforce our conviction in the companies we invest in and identify issues in a timely manner. Key is to ensure that companies meet our quality definition. We define as quality companies that have strong and sustainable competitive positions in good and growing industries, that have managements with strong track records of value creation and a balance sheet that enable them to weather any adversity.

Our ESG Framework focuses on the five broad sustainability dimensions of the Sustainability Accounting Standards Board (the "SASB"), Environment, Social Capital, Human Capital, Business Model & Innovation and Leadership & Governance. SASB uses an objective, verifiable and comparable set of criteria to identify material issues for 77 industries. These issues or 'dimensions' are mapped across major industry groups in a materiality map, which we use as the starting point of our assessment process. We compliment this with a sixth dimension of our own, focusing on corporate governance, as well as a qualitative assessment of alignment with the United Nations' 17 Sustainable Development Goals and compliance with other global sustainability norms, like the UN Global Compact, and reporting standards (both regulatory and voluntary).

We do our own, independent, in-house research in order to integrate these factors into the analysis of our investee companies. In doing so we focus our analysis particularly on those ESG issues that we believe are likely to have the most material impact on the companies' operational and financial performance. We identify risks and opportunities and assess how effectively these are being managed by the boards of the companies in which we invest. Our ESG analysis is undertaken at issuer level and applied across our listed equity and fixed income assets.

The ESG analysis for each company is undertaken by the analyst who covers the respective stock or bond, in close collaboration with our dedicated ESG analyst. We use ESG data providers to inform our views on issues, but we do not rely on their ratings for the conclusions of our analysis. We believe that ESG forms part of the overall quality assessment for our investments and that this requires full integration with our traditional competitive moat analysis. The analysis is implemented at the time of initiation of coverage. It is then formally updated on an annual basis with any material changes highlighted in the intervening period.

Stewardship activities are carried out directly by the analysts responsible for each security. Therefore, insights gained from stewardship activities are fed back into the investment cycle and communicated to the investment team. We consider all aspects of investment analysis, including ESG and engagement, as core to our approach and undertake it in-house in line with our philosophy as outlined in Principle 1. We do not use service providers to undertake stewardship activities on our behalf.

Our integration of stewardship and investment does not differ across funds, asset classes or geographies. Our ESG analysis is conducted at the issuer level which ensures consistent implementation across assets.

We are long-term investors in listed equity assets and therefore our time horizon spans 5 to 10 years, sometimes longer. Our fixed income assets are primarily short duration, namely 3-5 years. However, we still take into account ESG risks across longer time horizons as we want to be aware of them if they were to materialize faster than expected or if the regulatory environment were to change.

Examples

Activision

We had been investors in Activision in our World Stars strategy since January 2017. Over the last few years we had held several conversations with the company to discuss their ESG strategy. We had notably pressed for the publication of data on greenhouse gas emissions. In 2021, we held several conversations with the company to discuss their approach to diversity and inclusion following the emergence of significant failings in that area and corresponding legal and regulatory challenges. We provided detailed input regarding what measures and disclosures we would wish to see as investors. We were pleased to see the company announcing as a first step a set of D&I policies that aligned with our recommendations. We remained however concerned about its ability to enact meaningful change in a timely manner and the overall culture that was reflected by the events in question. Following the announcement of a bid by Microsoft to acquire the company, we decided to sell our position in the name as we believed these issues placed a ceiling in the valuation potential of the stock as a standalone entity should the acquisition not close, exiting the position in March 2022.

Majid Al Futtaim Holdings

We have held a perpetual bond of Majid Al Futtaim Holdings in our Multi-Asset strategy since August 2021. The company is the largest owner and operator of shopping malls and hypermarkets in the MENA region. The business was founded and owned (99%) by Emirati billionaire, Majid Al Futtaim, who passed away in December 2021 raising questions about the subsequent governance of the company. We participated in numerous calls with the company to understand the succession plan. These confirmed our belief that the group is family owned, but not family operated. The management team continues to run the company with oversight from an independent board protecting stakeholder interests. Importantly, the Board continues to control decisions related to strategic new business/ divestments and capital allocation. In light of these considerations we decided to retain our investment in the company's bonds.

More information about our approach to sustainability can be found on our website at www.jsternco.com/sustainability.

PRINCIPLE 8: SIGNATORIES SHOULD MONITOR AND HOLD TO ACCOUNT MANAGERS AND/OR SERVICE PROVIDERS.

We regularly review all service providers and, where we invest in third party funds, external fund managers.

We invest primarily through direct investments in listed securities, and exclusively in equities as part of our World Stars Strategy. We use external research providers where appropriate to complement our own views and maintain access to relevant data sources. We conduct an annual review of our research providers, evaluating the quality of research provided and access levels to relevant resources, including conferences, corporate and expert events and data sources. This process is undertaken by all our analysts in the investment team. On the basis of the aggregated results, we make decisions about our allocation of resources to research providers and provide feedback to them regarding improvements we wish to see going forward.

Our Multi-Asset Income Strategy complements direct investments in equities and fixed income with investments in non-correlated assets, including a small number of investment funds managed by third party managers. In selecting appropriate funds, our due diligence covers the overall investment approach and track record in addition to operating practices and policies. The performance and risk profile of such funds are monitored on an ongoing basis and the investment team maintains a regular dialogue with their fund managers, which we view as central to how we discharge our stewardship responsibilities on behalf of our clients.

We do not use proxy voting advisers, or other third parties providing commercial services for stewardship and engagement. We assess voting decisions in house which allows us to draw our own independent conclusions.

Outcomes

We did not experience a situation where research service providers did not meet our expectations.

Our non-correlated trade fund investments have faced significant headwinds as a result of Covid-19 and related disruptions during the last two years. The Barak Structured Trade Finance fund was badly affected by the global supply chain dislocations arising from the pandemic. As outlined in our 2021 filing, our investment team has been in direct contact with the managers of the fund to gain an understanding of the situation on the ground and identify what actions were being taken to stabilise and protect our investments. A proposed restructuring of the fund was analysed internally and our input was provided to the managers to ensure the fair treatment of all investors. Since our last filling and as an update on this issue, our team made the decision not to subscribe to the newly formed restructured fund vehicle given liquidity and time horizon considerations, instead opting for the return of capital to investors in due course.

PRINCIPLE 9: SIGNATORIES SHOULD ENGAGE WITH ISSUERS TO MAINTAIN OR ENHANCE THE VALUE OF ASSETS.

Prioritising and Selecting Areas of Engagement

Areas with potential to impact the value of assets held by our clients, whether positively or negatively, include remuneration and incentive structure, capital allocation policy, M&A activity, corporate strategy, ESG related disclosure levels, environmental and social issues.

When deciding how and when to engage with the management of an investee company, we consider the nature and size of our exposure to the investee company, the urgency of the matter, its potential consequences and if it relates to any developments in ESG practices that we want to foster. We apply these principles equally across asset classes, geographies and funds under our management.

We believe that engagement with issuers does maintain and enhance the value of the assets that we are stewards of on behalf of our clients.

The goal of our stewardship activities is to support decisions that we believe will maximise the long-term value of securities we hold. At the same time, we aim to ensure that investee companies are conscious of risk factors, including social and environmental risks.

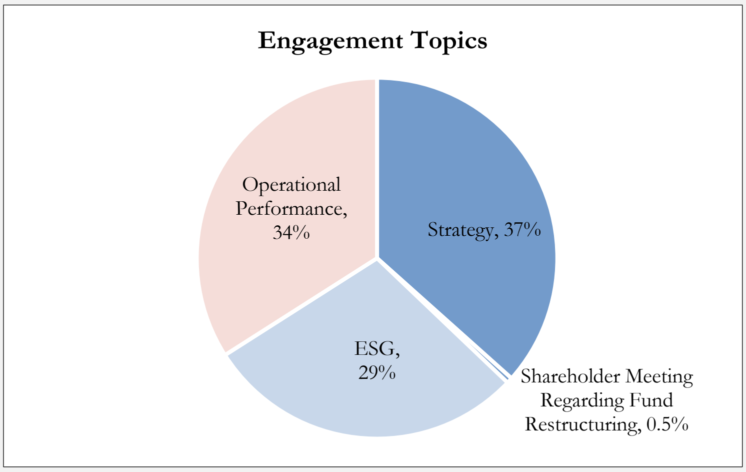
Maintaining a continuous dialogue with company managements is central to how we discharge our stewardship responsibilities on behalf of our clients. The decision to engage with the management of an investee company is based on what our investment team believe will maximise shareholder value in the long-term, specifically the value of our clients' investments.

How we Engage with Companies

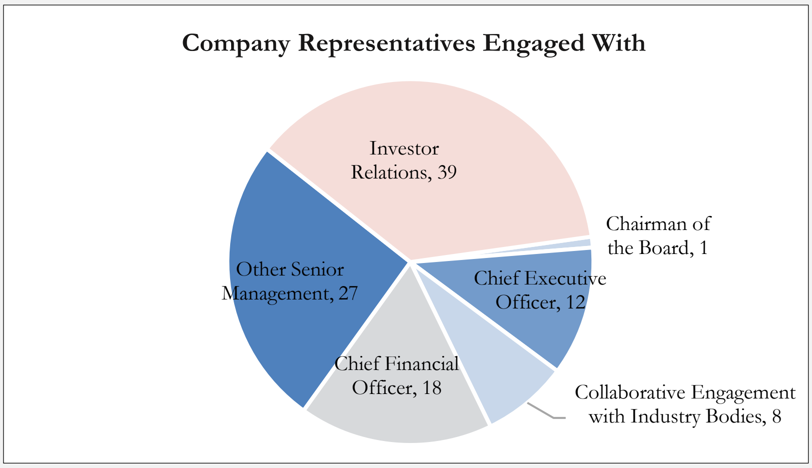
We engage with companies by attending company meetings and voting proxies on our clients' behalf. We also engage with investee companies through written communications to raise a range of issues relating to strategy, governance as well as social and environmental issues. We do so both in our capacity as shareholders or bondholders of an investee company. This engagement serves to confirm and support the investment thesis and establish a good ongoing channel of communication with companies to ensure that the strategy is being executed with the appropriate level of risk whilst monitoring effective control of the board and relevant sub-committees. We believe that such engagement provides us with a clear indication of the quality of the management and the board and consequently the investee company's ability to deliver its key goals and anticipated operational performance.

Outcomes

In 2021, we engaged with our investee companies, both in our capacity as shareholders and bondholders, on 105 occasions to discuss topics pertaining to their capital structure, strategy, operational performance, and ESG matters. This was an increase from the prior year of 66 occasions.



In over half of engagement outreaches, we had the opportunity to discuss these matters directly with C-suite executives and/or senior management.



Our engagement did not differ across funds, assets, or geographies. We apply our stewardship policy and practices in a similar manner across all our investments in listed assets.

We have continued building on our engagement activities during 2022, increasingly focusing not only on financial materiality but also on tangible sustainability outcomes.

Examples

Sika

We have held multiple discussions with Sika's senior management and board members over the last years. In 2021, we had again numerous meetings with the company, including with the Chief Executive Officer, Chief Sustainability Officer, and Chairman of the Board. These meetings included in-depth conversations about the company's sustainability strategy. Sika has a role to play as an ESG enabler within the construction industry. The company is well-positioned to benefit from the transition to a low-carbon economy and is developing solutions, such as low carbon cement, to help end users decarbonize their operations. We noted progress on the comprehensiveness of ESG reporting and disclosure and continued to push for further improvements in management and board level diversity as well as for the company to articulate its roadmap towards net zero.

We are pleased to see progress on all those fronts since our discussions with the company. Notably, Sika appointed two new female members to the board in its April AGM as well as Patricia Heidtman as Chief Innovation and Sustainability Officer. At the same time, the company presented in October 2022 a credible, well-defined pathway to net-zero, committing to reduce its Scope 1, 2 &3 emissions by 90% by 2050.

American Tower

We engaged with the company on multiple occasions over the year to discuss their sustainability strategy and their investments in renewable energy and energy efficiency. As part of our work, we observed that the company had updated its GHG accounting methodology which led to a significant decrease in its stated carbon intensity. We discussed this with the Head of Sustainability and senior management to understand the reasons behind the change. We gained assurance that the new methodology was indeed aligned with the GHG Protocol and represented progress towards harmonizing reporting across its global operations. We advised the company to seek third part assurance of its reporting.

Givaudan

We held meetings with several members of Givaudan's senior management, including the CEO and the Head of Sustainability. In our discussions with the Head of Sustainability we touched on the long-term impacts of climate change on the company's supply chain and its ability to procure raw materials. We discussed mitigation and adaptation strategies, including for example the development of alternative, biotechnology-based input materials. We also provided our input on the importance of greater disclosure at the supply chain level to help investors more fully assess sustainability impacts.

A full report on our engagement activities during our reporting year is available at www.jsternco.com/stewardship.

PRINCIPLE 10: SIGNATORIES WHERE NECESSARY SHOULD PARTICIPATE IN COLLECTIVE ENGAGEMENT TO INFLUENCE OTHERS.

A collective approach to engagement can help to achieve greater impact for our engagement to ensure our concerns are reflected and our rights as shareholders are protected. We therefore may reach out to other investors to share concerns and seek a common position that we may decide to communicate to a company. We have worked actively on specific situations historically including taking a public and vocal role in defending our rights as minority shareholders.

In participating in collaborative initiatives, we remain alert to potential conflicts, issues of insider information and concert party rules. Where we believe there are any potential risks involving these rules, we ensure close involvement of our internal legal and compliance team.

Outcomes

In 2021, we significantly expanded our collaborative engagement efforts.

ShareAction

We support ShareAction, a UK-based charity dedicated to promoting responsible investment and in 2021 joined their Healthy Markets initiative which seeks to uphold standards of healthy nutrition among Food and Beverages manufacturers. As part of this coalition, we have co-signed a letter addressed to Nestlé, one of our core holdings, to probe the company on the health profile of its portfolio and participated in follow up discussions that sought to outline the company's progress on that front.

UN PRI

As UN PRI signatories, we have sought to join investor-led initiatives, adding our voice to projects such as the Investor Expectations Statement on Climate Change for Airlines and Aerospace Companies. We have significant investments in the space, including holdings in aerospace systems providers Honeywell and Raytheon Technologies, and we continue to engage, both individually and in collaboration with our peers, with companies in the industry to advocate for the establishment and disclosure of robust transition plans consistent with the goals of the Paris Agreement.

UN Treaty on Plastic Pollution

In December 2021 we joined the business coalition calling for a UN Treaty on Plastics Pollution. Plastic pollution is a key ESG issue for us given our significant investments in consumer goods companies that are users of plastic as well as industrials that seek to offer relevant recycling solutions. We were pleased that in March 2022, the UN Environment Assembly and over 170 nations backed a resolution to end plastic pollution with a binding agreement expected to be in place by 2024.

With this first hurdle now achieved, the coalition has been renewed under the name "Business Coalition for a Global Plastics Treaty" outlining a shared vision for the key components to be included in the treaty under negotiation. The coalition, convened by the WWF and the Ellen MacArthur Foundation, includes over 80 organisations including financial institutions, brand owners and waste management companies. We believe we have a role to play as member of the coalition in providing feedback and input to the policy recommendations that the coalition will publish as well as advocating these to relevant stakeholders.

Beyond the initiatives outlines above we are looking for further ways to collaborate with our peers or relevant organisations, including NGOs, to promote better sustainability outcomes. We continue to explore options which are in line with our current resources and capabilities as a private investment office.

Principle 11: Signatories, where necessary, should escalate stewardship activities to influence others.

Where concerns emerge regarding the management's ability to uphold shareholder value or manage environmental or social issues effectively, we will seek to engage with the company and monitor developments to assess changes in the company's approach.

Should concerns persist, we may seek to intervene formally through written letters addressed to the appropriate company board or committee members. In addition, we will consider whether it would be more effective to intervene jointly with other institutions but will only do so where this is considered appropriate and in the best interest of our clients. We will also where appropriate make public statements to raise awareness on particular issues or submit resolutions and speak at general meetings. Finally, in seeking to act in the best interests of our clients, we may also consider it better to reduce or sell the shares of an investee company investment if previous efforts at engagement have been unsuccessful.

Our experience is that each investment we make involves a variety of factors which makes every situation unique. Therefore, the approach we take to escalation of concerns will vary on a case-by-case basis.

Outcomes

The concentrated nature of our portfolios inevitably means that material controversies or concerns that would warrant escalation do not arise frequently. In 2021, we did not have any specific instances where escalation was warranted as we were satisfied with progress on the issues we had raised with our investee companies. We monitor on an ongoing basis how intended targets and policies are being implemented.

Principle 12: Signatories should actively exercise their rights and responsibilities.

Our Voting Policy

The principle governing our approach to voting is to act in what we consider to be our clients' interests. We are willing to take a stand and to use our vote wisely. We seek to vote on all issues raised.

The majority of resolutions target specific corporate governance issues which are required under local stock exchange listing requirements, including but not limited to: approval of directors, approval of annual reports and accounts, approval of incentive plans, capital increases, reorganisations, mergers and acquisitions. We vote on both shareholder and management resolutions.

Responsibility for assessing the merits of each individual resolution lies with the dedicated analyst covering the company. The conclusions are presented to the ESG Committee and the CIO who then reach a decision for each company's set of resolutions.

We have voted against and will continue to vote against boards' recommendation if we believe that doing so is in the best interests of our clients.

Our Voting Principles

We do not rely on proxy advisors. Rather, we undertake our own internal work in assessing resolutions, applying our voting principles to each item. These principles include ensuring the board's diversity and independence, protecting minority shareholder rights, ensuring that executive compensation is tied to the long-term prospects of the business and shareholder value creation, upholding ESG issues and supporting capital increases only for legitimate financing reasons. Where appropriate we draw from external research, but ultimately the final decision will reflect our own assessment of what we believe to be in the best interests of our clients.

Consistency of Approach

Our approach does not differ across geographies and is implemented uniformly across all asset classes where voting rights are available.

Our voting policy and principles cover all funds under our management and is consistently applied across all holdings held by them.

Voting on Behalf of our Clients

Securities are held on behalf of clients in multiple countries and at multiple custodians and banks, which may constrain or restrict us from voting. Therefore, our voting activities are subject to our contractual obligations with those clients and applicable local laws and regulations. As such, we will vote in all cases where this is possible or administratively feasible, unless directed otherwise by clients. We do not vote on behalf of our clients if they instruct us not to do so. Clients have the ability to direct voting in segregated accounts. In some cases, for example in the event of a restructuring of an asset, we will present our voting recommendations to clients for their consideration.

As outlined in Article 6, for clients who hold separate managed accounts, we discuss our approach on stewardship when signing a new mandate and during our annual review process, and seek and take into account their views, including how we vote on their behalf, as clients often add value to our own research. Full information is provided directly should such clients wish. We do not currently have any clients that require us to either direct the voting themselves or utilise specific third-party voting recommendations, although we would be able to accommodate that if so requested.

Monitoring Shares and Voting Rights

A critical part of our assessment of whether a specific investment meets our quality criteria is the share structure and what that implies for us as minority shareholders. The type of voting rights associated with each security are assessed as part of our investment analysis and discussed in the Investment Committee as part of the approval process, especially when there is a dual share structure. We keep track of how we instruct our custodians to vote on every resolution.

Securities lending

We do not participate in securities lending transactions.

Fixed Income Assets

For the bonds we invest in, we analyse all transaction documentation prior to investment as well as any subsequent amendment proposals that could alter the risk/return characteristics of the original terms on which we invested. Furthermore, we seek to engage in constructive discussions with the management teams of our investee companies, in order to determine that their ongoing liquidity position remains adequate whilst also ensuring that the interests of our clients stay protected.

Within the fixed income asset class, we invest primarily in corporate bonds via the secondary market and therefore not involved in the drafting of original terms and conditions. If and when a corporate looks to amend terms during the tenure of the bond, we may engage with the company and/or steering group to provide constructive feedback on such proposal. This is especially the case where we believe the proposed terms are less attractive than those on which we originally invested.

Voting Summary Jan 1st, 2021 – Dec 31st, 2021

Outcomes

In 2021, we voted for all holdings in our World Stars Global Equity Strategy for which we owned voting shares. We also voted for the majority of our other holdings, prioritising those names that were widely owned across our portfolios.

We voted on a total of 615 resolutions at the AGMs of 36 companies (vs 22 AGMs in 2020). We voted against the companies' Board of Directors recommendation on 19 instances (vs 7 in 2020),. Like 2020 we voted on numerous issues related to Diversity & Inclusion within the technology sector where practices have been lagging versus other industries. But we also expanded our focus during 2021 to include issues such as executive compensation, the separation of the Chair and CEO roles, the abolition of dual share class structures, and the responsible use of technology.

Type of Resolutions

All Resolutions	Number of Resolutions	Voted Against Management
Audit	**34**	_
Ratification	34	_
Board of Directors	**349**	_
Election	349	_
Capital	**60**	_
Authorized Capital	3	_
Conditional Capital	1	_
Convertible bonds	2	_
Pre-emptive rights	2	_
Shares repurchase	12	_
Treasury shares	1	_
Share issuance	39	_
Compensation	**73**	**2**
Directors	18	_
Employee stock purchase	7	_
Executive	48	2
Financial statements	**37**	1
Approval	37	1
Governance	**25**	2
Policies	24	2
Political activities	1	_
Shareholders rights	**9**	3
Special meetings	4	1
Voting	4	2
Written consent	1	_
Social and environmental	**23**	11
Charitable contributions	1	1
Climate strategy	1	_
Competition	1	_
Competition	1	_
Consumer issues	5	4
Corporate structure	3	_
Diversity & Inclusion	5	3
Environment	2	2
Political activities	2	1
Human rights	2	_
Meetings & Voting	**5**	_
AGM related	5	_
Grand Total	**615**	**19**

Company Breakdown

Company	Total Resolutions	Voted with Management	Voted Against Management
Abbott	19	19	-
Activision	12	12	-
Adobe	14	14	-
Alcon	22	22	-
Alphabet	21	17	4
Alteryx	5	5	-
Amazon	23	15	8
American Tower	16	16	-
Amphenol	14	14	-
Becton Dick.	16	16	-
Diageo	20	20	-
Draft Kings	15	15	-
Eaton	15	15	-
EssilorLux.	32	32	-
Estee Lauder	6	6	-
Meta	17	13	4
Givaudan	20	20	-
Honeywell	14	14	-
Linde	19	19	-
L'Oréal	23	23	-
LVMH	30	29	1
Mastercard	19	18	1
Medtronic	17	17	-
MTU	14	14	-
Nestle	28	28	
Otis	12	12	
Pernod Ricard	27	27	
Pushpay	2	2	
Raytheon	19	19	
Roche	25	25	
Salesforce	15	15	
Schlumberger	14	13	1
Siemens Heal.	13	13	
Sika	20	20	
Square	2	2	
ThermoFisher	15	15	
Grand Total	**615**	**596**	**19**

Our full voting activity summary from the year 2021 is available at www.jsternco.com/stewardship.

Examples

In our reporting year, we voted against the board on 19 occasions. See examples below:

Amazon

We voted in favour of three shareholder proposals on Diversity & Inclusion requesting that the company produce a report on median pay gaps across race and gender, which includes the associated policies related to recruiting and retaining diverse talent; produce a report on promotion data, specifically the promotion velocity rates by title and level for different gender and racial identities; and produce a report with the conclusions of a racial equity audit.

We also voted in favour of a shareholder proposal requesting that the company produces a report disclosing the amount of plastic packaging used and discussing the reputational, financial, and operational risks associated with using unrecyclable packaging.

Outcome: Although all resolutions were voted against, we note the significant shareholder support that they received, including 44% for a racial equity audit report, 26% for pay gap disclosures and 35% for plastic packaging usage reporting.

Meta (formerly known as Facebook)

We voted in favour of a shareholder proposal requesting the separation of the roles of Chairman and CEO. Whilst we recognize the founder's Mark Zuckerberg leadership and vision, we want to ensure that the rights of minority shareholders are fully protected in line with our voting principles.

We also voted for a shareholder proposal calling for the company to strengthen its policies against platform misuse. Given the numerous controversies Facebook has faced related to this issue over the past years, we believe it is in its best interest to strengthen measures preventing platform misuse. Whilst it has already implemented some measures to this end, we saw merit in the proposal to produce a specific report as to how effective their actions have been so far.

Outcome: These resolutions were voted down, but with 16% of shareholders voting for the separation of Chairman and CEO roles and 20% for stronger policies on platform misuse.

Schlumberger and Mastercard

We voted against approving the proposed executive compensation package for both companies, which effectively lowered the threshold performance targets tied to variable compensation. We believe changing executive performance goals mid-year is unsolicited, that such goals should reflect the long-term potential and cyclicality of a business and not be subject to changes depending on business circumstances.

Outcome: The majority of shareholders voted to approve the proposed compensation package for both companies, with only 5% and 24% respectively voting against.