

# RECORD'S SUSTAINABILITY OFFICE

## PUPROSE STATEMENT

The Record Sustainability Office will operate in order to:

1. Deliver on Record's commitment to become a sustainability leader and ensure all company-wide efforts are strategically aligned with the principles of sustainability.
2. Fix Environmental, Social and Governance (ESG) at the heart of the company, in relation to corporate strategy, investment strategy, and risk management, ensuring regular assessment, adaptation, and innovation of policy and decision-making across the company in order to secure optimal financial and non-financial benefits to all stakeholders.
3. Maintain and orchestrate internal communications, disseminating information throughout the firm to raise awareness of progress and targets. Visibility will be sustained up to board-level.
4. Facilitate sound investment and decision-making by ensuring appropriate ESG consideration and reporting in investment management meetings and systematic processes.
5. Guide and review product development in our research efforts, encouraging and enhancing innovation in ESG/Impact strategies.
6. Manage administration and memberships to various sustainable investment initiatives and events, adhering to reporting mandates and encouraging ESG disclosures among clients and counterparties.
7. Support and guide internal governance in collaboration with Human Resources, to develop and maintain an internal culture and external reputation that reflects and perpetuates the firm's principles.
8. Keep ears to the market, staying up-to-date with market movements and contributing to current debate.
9. Find and lead research collaboration opportunities to broaden our perspectives and put forward those of Record.

The Office mandate is served by the Senior Sustainability Office, Sustainability Committee, and coordinated by the Sustainability Coordinator.

The Senior Sustainability Office (SSO) is comprised of key senior members who take responsibility for proactively integrating sustainable practice across the business and for aligning business activity with sustainability goals. The SSO will be in direct communication with the board, regularly communicating outcomes and progress where appropriate. Members are to include the Chief Executive Officer, the Chief Investment Officer, Head of Trading, Head of HR and Company Secretary, Head of Macroeconomic Research, Head of European Sales, and the Sustainability Coordinator.

The Sustainability Committee is a broader committee that seeks to gather ideas and recommendations from across seniority and teams within the business, including members from economic research, quantitative research, portfolio management, senior management, human resources, and the board of directors. The Committee is comprised of officer roles, including diversity officers, ESG officers, impact officers, engagement officers and climate officers. The Committee can escalate resolutions to the board via the SSO through the Sustainability Coordinator.

The Sustainability Coordinator acts as conduit between Sustainability Committee and the SSO as Chair of the Sustainability Committee, also responsible for coordinating sustainability and aligning goals across the company. The Coordinator will be a point of contact for sustainability and ensure clear communication of activity to wider stakeholders.