

RECORD SUSTAINABILITY OFFICE

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 Record plc Board.
- 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 Board, Senior Sustainability Office, and Sustainability Committee, and is coordinated by the Senior Sustainability Coordinator.

The Senior Sustainability Office (SSO) is comprised of key senior leaders who take responsibility for setting Record's sustainability strategy and proactively integrating sustainable practice across the business. The SSO meets monthly to review and make decisions on key ESG issues and receives regular updates and points for discussion from the Sustainability Committee. The SSO is in direct communication with the Board, regularly providing updates and insight into key decisions made with regard to our sustainability strategy as well as updates on our progress toward sustainability goals.

The Sustainability Committee is a broader committee that seeks to gather ideas and recommendations from across seniority and teams within the business, as well as taking responsibility for implementing ESG initiatives. The committee is comprised of officer roles which represent key areas across our three pillars of sustainability: responsible investment, our people and climate action.

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

