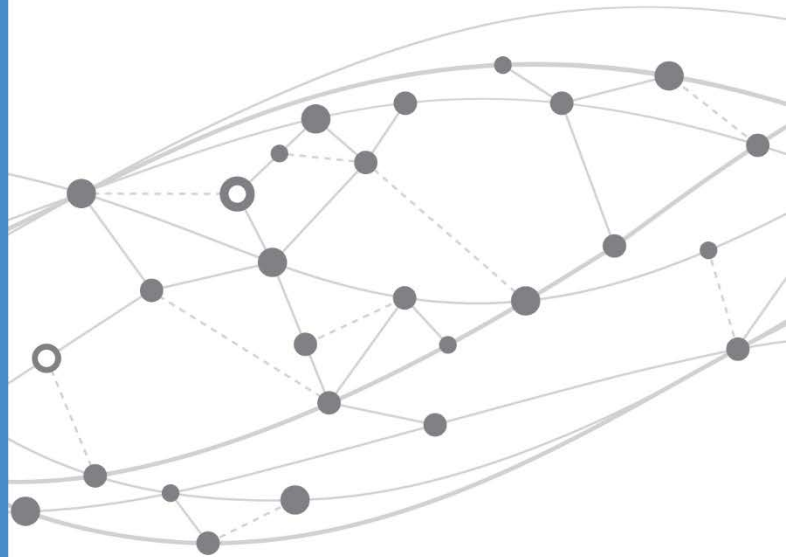


GAM DIVERSITY & INCLUSION



February 2021

Summary

At GAM, we are committed to diversity and inclusion being embedded into our daily working practices and believe that creating an inclusive environment where diversity of thought is encouraged and celebrated is key to our success. We recognise the uniqueness of every individual we employ and that having an environment that embraces diverse perspectives will lead to better decision making.

We are deeply committed to offering equal employment and advancement opportunities for all individuals regardless of age, race, ethnicity, gender, sexuality, disability, religion or other characteristics. We believe that diversity and inclusion are values that attract, develop and retain exceptional colleagues and strengthen our talent.

All employees are responsible for fostering an environment that creates a diverse and inclusive workplace, where we all feel valued, listened to, treated fairly and respected. We want employees to feel comfortable bringing their whole selves to work and feel confident and comfortable to use their voice to contribute.

We offer training for all employees on topics related to diversity and we have an employee network called "Equals" which is open to all employees and actively champions equality, diversity and inclusion initiatives throughout our business. Equals has driven initiatives that include unconscious bias e-learning, holding "Support & Share" virtual coffee sessions in multiple languages, promoting LGBT+ rights and establishing an Ethnic Minority Network.

Outside our own operations, GAM is an active member of several industry-level diversity and inclusion initiatives including the 30% Club to increase gender diversity at senior levels, 100 Black Interns, aimed at addressing the chronic under representation of Black talent in Investment Management and The Diversity Project to accelerate progress towards a more inclusive financial sector. GAM has also signed the Women in Finance Charter with the goal of increasing the proportion of women in senior management positions within GAM globally to 25% by 2022.

Important information

This document is provided for information purposes only and does not contain any personal recommendations for a particular course of action, service or product. Any information, opinions or assessments contained in this document are based on current economic, market and regulatory conditions and are subject to change without notice. No liability shall be accepted for the accuracy or completeness of the information contained in this document, or for any action taken in reliance thereon.