

CANDIDATE STATEMENT, BIOGRAPHY, SIGNATORY, AND COMPARATIVE INFORMATION FORM

Full legal name: **Adam Michael Davies**

Job title: **Chief Executive Officer**

Signatory organisation name: **Velox Capital Partners LLP**

Signatory organisation(s) seconding your candidacy: **Downing LLP**



CANDIDATE STATEMENT

I am an experienced CEO/COO with a natural focus on sustainability through growth, strategy, optimisation and people. Deriving and delivering value-add business vision and objectives, supported by a comprehensive understanding of full fund and company infrastructures, systems, products, risk, operations and processes, including hands-on experience in all key areas, to drive excellence across all functions.

I am solution oriented with a systematic approach, delivering people/culture focussed impactful leadership, governance and responsible corporate direction, to drive expansion and profitability, while minimizing risks and costs. I am an accredited GCologist and recently achieved 95% in a course entitled Leading Sustainability: High Impact Leadership at the University of Cambridge Institute for Sustainability Leadership.

The synergies between the course content and the board opening spoke to me greatly and motivated me to apply. Organisations face common challenges concerning the delivery of E&S outcomes – board buy-in, long versus short-term strategies, and considering responsible practices to be a marketing tool. In a volatile, uncertain, complex and ambiguous world, how we are acknowledging and dealing with these external challenges is essential.

Through empathy and active listening, collaborative bodies such as the UNPRI can communicate and inspire to educate from the top-down to build a culture to meet external challenges as opportunities. But importantly, demonstrate where the value is clear for all sides. There has been a recent shift in power from individual CIOs to large multi-manager platforms, further weakening the voice and influence of boutique managers - they need a voice to rise to this challenge.

This level of diversity on the board is key, more diverse collaborations are more innovative. Our industry is largely following business-as-usual, with most targeting sustainable investment for short-term capital rather than aligning to the wider opportunity. The world is motivated to solve E&S problems – the Inflation Reduction Act and the European Green Deal are driving capital towards solutions – effective alignment will allow us all to thrive.

BIOGRAPHY

Location of residence:

- Kent, England

Further education:

- University of Cambridge
 - Certificate, Leading Sustainability: High Impact Leadership. Grade: 95%
- University of Leicester
 - MSc, Financial Economics
 - BA Hons, Management Studies

Professional experience:

- Velox Capital Partners LLP: CEO
- Cirera Capital Limited: COO & Director
- Idalion Capital (UK) LLP: COO, CCO & Partner
- OVS Capital Management LLP: Head of Operations
- Marble Bar Asset Management LLP: Operations Analyst

Areas of expertise:

- A comprehensive understanding of full fund and company infrastructures, systems, products, risk, operations, processes and governance, including recent, hands-on experience in all key areas.

On the topic of sustainable and responsible investment:

- I wish to inspire and contribute to a movement to achieve the very best in terms of sustainable outcomes for business, society and the environment - utilising proven over traditional methods to build a culture of innovation. I am deeply human and have unwavering values that (I hope) inspire confidence, resilience, purpose and collaboration, combined with empathy and an acceptance that there is always more to learn. For me this involves thinking differently - beyond my direct context and industry competitiveness - to contribute to a collaborative body that can demonstrate that business, society and the environment can all win together.

Non-professional:

- I like to spend my time with family and friends (outdoors where possible), walking/hiking, watching Rugby Union, playing golf and reading.

SIGNATORY ORGANISATION INFORMATION

Velox Capital Partners LLP was established in March 2016, with Dimitri Kern and Jeremy Stone as Founding Partners. Velox Capital is responsible for the day-to-day investment decisions and management of the Velox Strategy, an ESG Integrated LS market Neutral strategy.

Whilst the strategy was launched in 2016, it was not until 2020 that ESG was integrated into the then established process, driven by Adam Davies (CEO), who joined the firm in 2018.

VCP believe that for any company to deliver long-term, sustainable, value creation it needs to consider all stakeholders - including regulators, shareholders, employees, partners, clients, suppliers,

the environment and the local community. Simply put, to be as focused on its business practices as on its financial performance. The company trusts that the integration of ESG factors within the organisation and investment strategy allow them to better handle risks and opportunities, and that sustainable business practices drive long-term value creation in the same way that revenues or costs would. Velox have a specific responsibility to act in interests of these stakeholders.

Velox consider ESG factors alongside its long standing fundamental, technical, sentiment and catalyst analysis. Each, at the onset, has equal weight and importance for each company potential trade idea. As such, Velox deems ESG factors as important as any other on investment performance.

SPECIFIC EXPERTISE

LEADERSHIP AND GOVERNANCE EXPERIENCE

I have spent the entirety of my 15 years of working life at boutique investment managers, progressing to my first COO role in 2013. I held the role of COO at 3 firms over 7 years, before advancing to the role of CEO at my current organisation. Over the course of my career, I have successfully built and launched investment managers and funds, span-out teams from larger investment managers, led teams through multiple organisational and cultural transitions and built organisation vision and strategy to stimulate growth. I have held the board positions of ESG Committee Chair and Risk Committee Chair, drafted committee terms of reference and reported to firm and fund boards. Since 2020, in addition to my work in the industry, I have held the role of Director of a small online well-being educational platform which aims to increase understanding for individuals and employers through the life stages of pregnancy, postnatal and perimenopause.

Most recently I completed a short course at the University of Cambridge's Institute for Sustainability Leadership in Leading Sustainability: High Impact Leadership, achieving a grade of 95%.

GENERAL

DEMONSTRATED LEADERSHIP WITHIN RESPONSIBLE INVESTMENT, ESG EXPERTISE AND OTHER EXPERIENCE RELEVANT TO THE LONG-TERM SUCCESS OF THE PRI

In 2018, as CEO and ESG Committee Chair of a newly independent organisation (Velox is a spin-out of a larger investment manager), I was instrumental in formalising our Mission Statement, Core Values, E&S Commitments and ESG Policies and Practices, which formed the bedrock of the organisation's ESG initiatives.

I worked with the company's board to further define our approach to sustainability, hiring a dedicated ESG Officer to assist me in fully integrating ESG into every aspect of the fund's investment process. ESG has been integrated into every step of the investment process, whether that be through the

adoption of formal exclusion lists or the development of our proprietary Velox ESG Traffic Light System and proprietary ESG App (Via).

In February 2023, Velox was awarded the Advancing Diversity, Equity & Inclusion award at the 2022 Eurohedge Awards. Unlike some of the industry's larger players, our small (but growing) company does not have the same level of resource to invest in programs that can address problems en masse. Instead, we chose to focus our efforts. Our maxim is that even a small positive impact is a worthwhile one. One of our most successful programs has been our Women in Investment initiative (WII), and specifically our WII internship program.

Additional projects which I led include our application to become a BCorp, which was approved in August this year, and becoming a GC People Company (for which I became an accredited GCologist). The GC Index is a common language of impact and contribution, allowing us to recruit, develop and organise our people to achieve the best impact for the organisation.