

# Diversified Return Strategy

Philosophy and Process

**Baillie Gifford™**

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## *Philosophy and process*

# Introduction

*A diversified portfolio invested across a broad range of asset classes. The aim is to achieve attractive long-term returns but at lower risk than equity markets.*

### **Dual objectives**

To achieve (after deduction of costs):

- An annualised return over rolling five-year periods that is 3.5% more than cash\*
- Positive return over rolling three-year periods
- Annualised volatility of returns over rolling five-year periods that is below 10%

### **Experienced team**

Managed by Baillie Gifford's experienced Multi Asset Team, working for a reliable, well-resourced investment firm that puts clients first.

### **Robust investment process**

Active management of the portfolio. Capturing our investment views and adjusting asset allocation to reflect the best investment opportunities.

The performance target stated is aspirational and in no way guaranteed, nor is it intended to be precise, and is not used for the purpose of determining or constraining the composition of the portfolio. We believe it to be a reasonable estimate of the amount by which we can outperform the relevant benchmark in the long term through the consistent application of our investment process, taking into account the opportunity set and the characteristics of the markets in which the strategy invests. Performance may vary between segregated accounts and pooled funds in different jurisdictions as each structure will bear a different set of costs. A single performance target may not be appropriate for all vehicles in all jurisdictions and for this reason our fund specific materials will often refer to 'material' outperformance of a benchmark. Factors that may lead to Baillie Gifford failing to meet our investment performance objectives in future include a significant change in market characteristics such that our asset allocation approach is unrewarded for a period of time; or misjudgement of the prospects for long-term earnings growth for a significant of the asset classes in which we invest.

\*Cash rate applicable to base currency, e.g. US Federal Funds Rate in USD base currency.





# Baillie Gifford

*Baillie Gifford is a partnership, wholly owned by the partners who work in the firm. This structure helps the firm to retain key personnel, while the stability it brings also offers advantages in long-term business management, training, communication and teamwork.*

*We have separate teams that specialise in the main activities of investment, client service, dealing, settlement and compliance. We believe this specialisation enhances our performance in each of these key activities and is an important internal control.*



## Our competitive advantages

### People

Our people are fundamental to our success, and our partnership structure brings sustainable advantages in the recruitment and retention of staff.

Baillie Gifford's partnership structure has provided the foundation for an enviable record of corporate stability and firmly aligns us with the long-term interests of our clients. We have no outside shareholders who might have different priorities to those of our clients. Our structure is also a significant factor in our ability to attract and retain the very best investment talent. Our selection policy is based on intelligence, leading to the recruitment of individuals from a wide range of academic disciplines with usefully different perspectives and approaches to analysis. Most of our analysts and investment managers are trained in-house, our aim being to combine a common culture with an atmosphere that encourages vigorous debate. The firm's values and beliefs are clearly communicated and, coupled with low staff turnover and long service, the firm has been able to capture a strong team spirit while growing steadily in recent years.

### Investment research

Our competitive advantage lies in understanding what matters and what is simply market noise and in our ability to wait patiently to take advantage of periodic market mispricing – both at asset class and security level.

Baillie Gifford's investment decisions are based on thorough research, though we have the capability to act quickly if necessary. The investment managers and analysts of our Multi Asset and Fixed Income Teams focus on asset allocation, macroeconomic policy, and credit research, while the global and regional equity teams primarily conduct stock research.

### Location

Having the majority of our decision makers in Edinburgh enables us to share investment views and ideas, and facilitates the efficient implementation of the Diversified Return Strategy. The Strategy is managed directly by our specialist Multi Asset Team, which draws on the extensive resources of our Credit, Rates and Currencies, Equity, ESG Resource and Investment Risk, Research & Analytics Department.

# Multi-asset investing



## Governance

Multi-asset investing is not a new concept. Institutions and individuals have been following a multi-asset approach for many years.

The Diversified Return Strategy offers actively managed exposure to different asset classes but through the convenience of a single portfolio. Traditionally, such an approach requires high levels of governance to select, manage and monitor a range of different asset classes.

## Suitability

Traditional approaches to multi-asset investing can sometimes rely heavily on equities or one or two other asset classes. We aim to run portfolios that are diversified across a broad range of asset classes.

The Diversified Return Strategy is not a guaranteed return product and performance may well be negative in some years. Nonetheless, it may be suitable for investors seeking attractive long-term returns (five years plus) but at lower volatility than one would typically associate with an equity portfolio or traditional asset mixes.

We believe the Strategy is suitable for:

- Defined Benefit pension schemes seeking to have exposure to a broad range of growth investments without hiring individual managers for each underlying asset class
- The actively managed long-term growth option, and/or a component of a default fund in a Defined Contribution pension scheme
- Financial or charitable organisations or individuals with a long-term absolute returns focus

# Diversified Return Strategy

*A diversified portfolio invested across a broad range of asset classes. The aim is to achieve attractive long-term returns but at lower risk than equity markets.*

The Diversified Return Strategy is an actively managed portfolio that invests across a broad range of different asset classes, markets and investment instruments.

## Objectives

To achieve (after deduction of costs):

- An annualised return over rolling five-year periods that is 3.5% more than cash\*
- Positive return over rolling three-year periods
- Annualised volatility of returns over rolling five-year periods that is below 10%

## Approach

The investment approach is top-down, macroeconomic and research led. The portfolio reflects views on the long-term return and risk characteristics of different asset classes but also incorporates an assessment of shorter-term prospects, current valuations and near-term market and economic conditions.

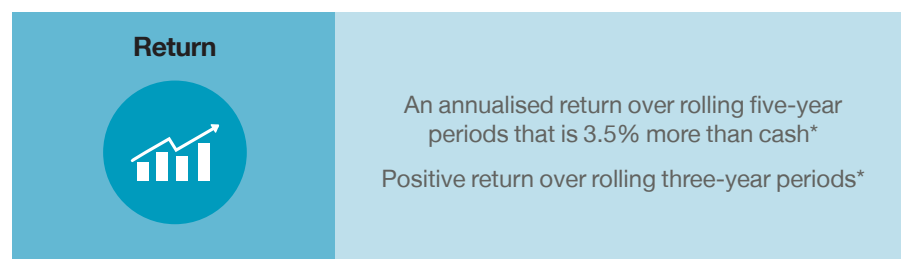
An asset class is included in the portfolio based on its ability to enhance returns, or to reduce volatility. There is no fixed asset allocation benchmark. However there are limits on the maximum exposure to individual asset classes in order to control risk.

## Experienced team

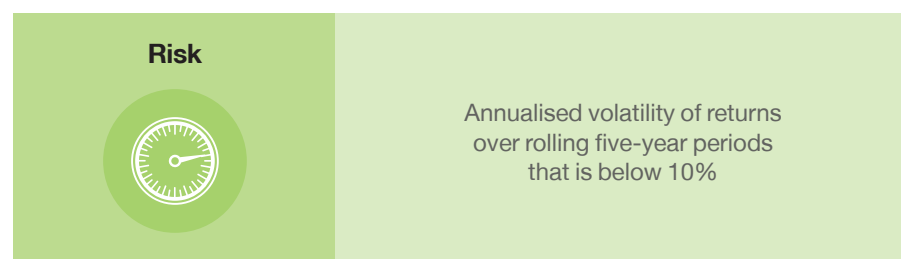
Baillie Gifford has managed multi-asset portfolios for many years and the strategy is run by an experienced and well-resourced team of dedicated, multi-asset investors.

The team sit within our Multi Asset and Fixed Income Group, working closely with Baillie Gifford's Credit, Rates and Currencies, Equity and ESG teams as well as the Investment Risk, Research & Analytics Department. They also draw on the whole resources and expertise of the firm, notably the long-established stock-picking abilities and strong track record of our regional equity teams.

## Dual objectives



*– The strategy is managed by the same specialist team which manages our successful Diversified Growth Strategy.*



The performance target stated is aspirational and in no way guaranteed, nor is it intended to be precise, and is not used for the purpose of determining or constraining the composition of the portfolio. We believe it to be a reasonable estimate of the amount by which we can outperform the relevant benchmark in the long term through the consistent application of our investment process, taking into account the opportunity set and the characteristics of the markets in which the strategy invests. Performance may vary between segregated accounts and pooled funds in different jurisdictions as each structure will bear a different set of costs. A single performance target may not be appropriate for all vehicles in all jurisdictions and for this reason our fund specific materials will often refer to 'material' outperformance of a benchmark. Factors that may lead to Baillie Gifford failing to meet our investment performance objectives in future include a significant change in market characteristics such that our asset allocation approach is unrewarded for a period of time; or misjudgement of the prospects for long-term earnings growth for a significant of the asset classes in which we invest.

\*Cash rate applicable to base currency. e.g. US Federal Funds Rate in USD base currency.






# The Multi Asset team

The Diversified Return Strategy is managed by a specialist team consisting of five investment managers, three analysts, two ESG analysts, and a quantitative analyst.







The team is led by James Squires, a partner of the firm. The other investment managers are Scott Lothian, Felix Amoako-Kwarteng, Nicoleta Dumitru, and James Carver.

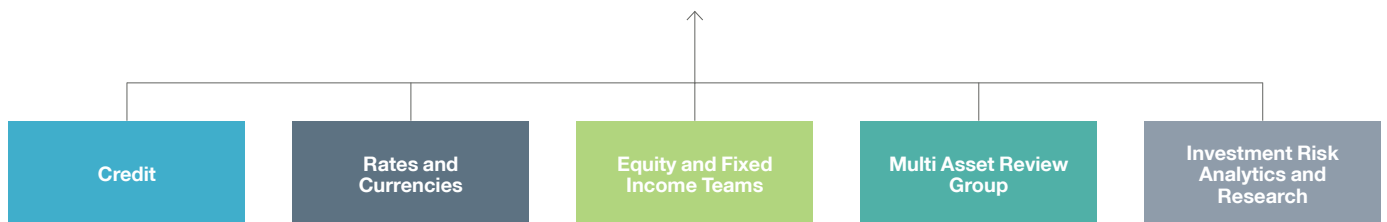
The team sit within our Multi Asset and Fixed Income Group, working closely with Baillie Gifford's Credit, Rates and Currencies, Equity and ESG teams as well as the Investment Risk, Research & Analytics Department. They also draw on the whole resources and expertise of the firm, notably the long-established stock-picking capabilities of our regional equity teams. The Multi Asset Review Group (MARG) provides support, advice and constructive challenge to the investment team.

### Multi Asset team

				
<b>James Squires**</b> Head of Asset Years of experience 15 (15)	<b>Scott Lothian*</b> Investment Manager Years of experience 21 (6)	<b>Felix Amoako-Kwarteng*</b> Investment Manager Years of experience 10 (10)	<b>Nicoleta Dumitru*</b> Investment Manager Years of experience 8 (8)	<b>James Carver</b> Investment Manager Years of experience 20 (3)

					
<b>Yusef Robinson</b> Analyst Years of experience 4 (4)	<b>Steve Bedwell</b> Quantitative Analyst Years of experience 18 (18)	<b>Christina Cody</b> Analyst Years of experience Started 2021	<b>Theo Golden</b> Analyst Years of experience Started 2021	<b>Laura Thomson</b> ESG Analyst Years of experience 10 (3)	<b>Siân Lombard</b> ESG Analyst Years of experience Started in 2021



\* Decision Maker. \*\*Partner. (Years with Baillie Gifford)



# Investment philosophy

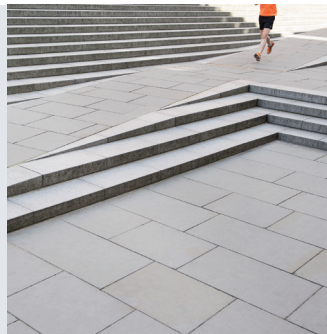
*Our investment approach is to actively manage our portfolios with a flexible approach to asset allocation across a broad opportunity set. The approach is underpinned by the following core beliefs:*

An understanding of the prospective long-term risk and return characteristics of different asset classes is fundamental to making asset allocation decisions



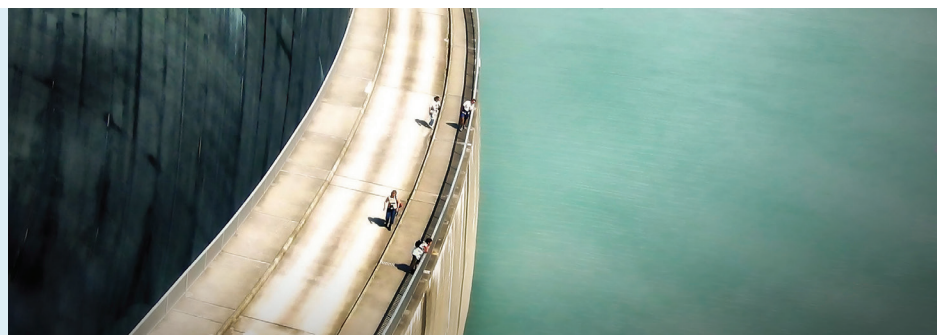
Diversifying across asset classes can reduce risk without significantly reducing returns

Active management within asset classes can add value



Risk-adjusted returns can be improved by active management, changing the asset mix to reflect the best opportunities

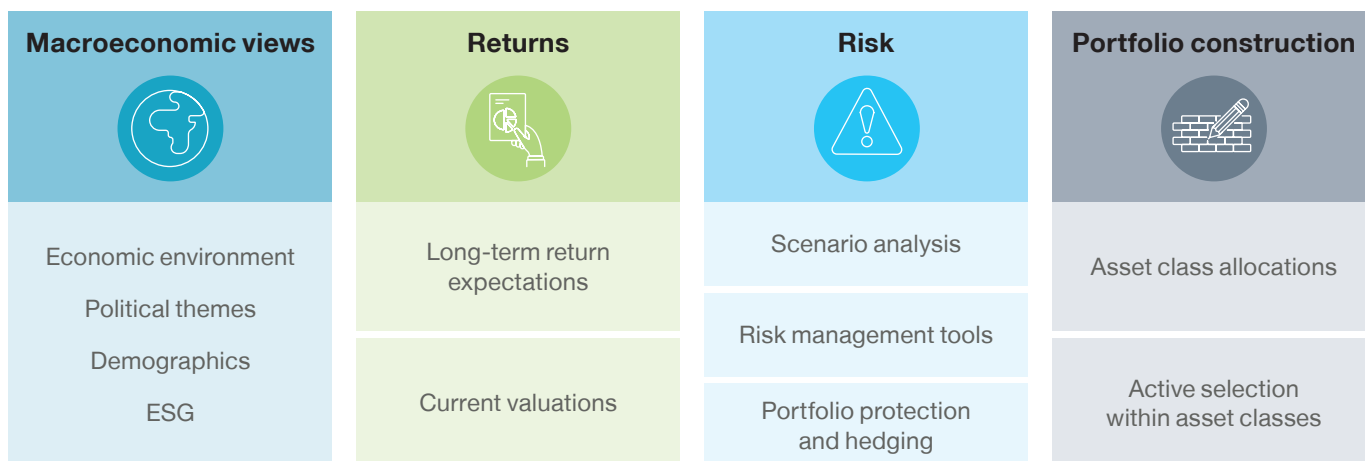
Focusing on absolute levels of risk and return is better than managing assets relative to a benchmark



ESG factors are investment factors, applicable across all asset classes

# Investment process

*The key decision for the Diversified Return Strategy is asset allocation. The investment process is designed to identify the most interesting and attractive asset classes and then combine them into a portfolio capable of delivering attractive returns but with lower volatility than equity markets.*



## Macroeconomic views

The foundation of our investment process is forming macroeconomic views, this is where we build our unique view of the world. Here we conduct research and thorough analysis on a range of factors such as politics, economics, inflation, growth, and we consider big trends that we believe can drive investment markets such as demographics and sustainability. These views underpin our decisions on how we position the portfolio and what we own within each asset class.

## Returns

Our views on returns begins with a thorough analysis of the long-term returns, correlations and risk factors associated with each asset class. This is built on a number of years of internal research into fundamentals and historic returns as well as external specialist and academic input. These long-term views have a strong influence on the broad structure of a portfolio and the guidelines that govern portfolio construction. They are updated every six months with the publication of a Long-Term Return Expectations Paper. The decisions on what

to own in a portfolio at any one time are influenced by our long term return views but will also reflect shorter-term considerations. These include current valuations, an assessment of the near and medium-term outlook for financial markets and economic activity and a judgement of whether asset class valuations will return to, or diverge, from their long-run levels. In short, we think that asset classes are periodically over-or under-valued and that it is possible to add value by having a higher weight to undervalued asset classes and vice versa.

## Risk

We find the most intuitive way to think about risk is to look forward. Each quarter, we conduct a scenario analysis exercise in which we consider how each asset class might perform in a variety of different scenarios. This exercise helps us conclude on which scenarios we consider to be most likely to occur, and often prompts us to be aware of when to have greater protection in the portfolio to address risk. In addition we use a range of risk management tools to monitor the predicted volatility and construction of the portfolio.

## Portfolio construction

The Multi Asset Team formally reviews our portfolios every six weeks via our Asset Allocation meetings. In constructing our portfolio, we look for the best mix of asset classes to deliver the strategy's return target while also aiming to deliver the returns with low volatility. Once we have decided on the most appropriate mix of asset classes, we consider how to access our investments, this may be through strategies managed by Baillie Gifford, by owning securities directly or by investing in funds managed or offered by other, specialist managers.

## Review

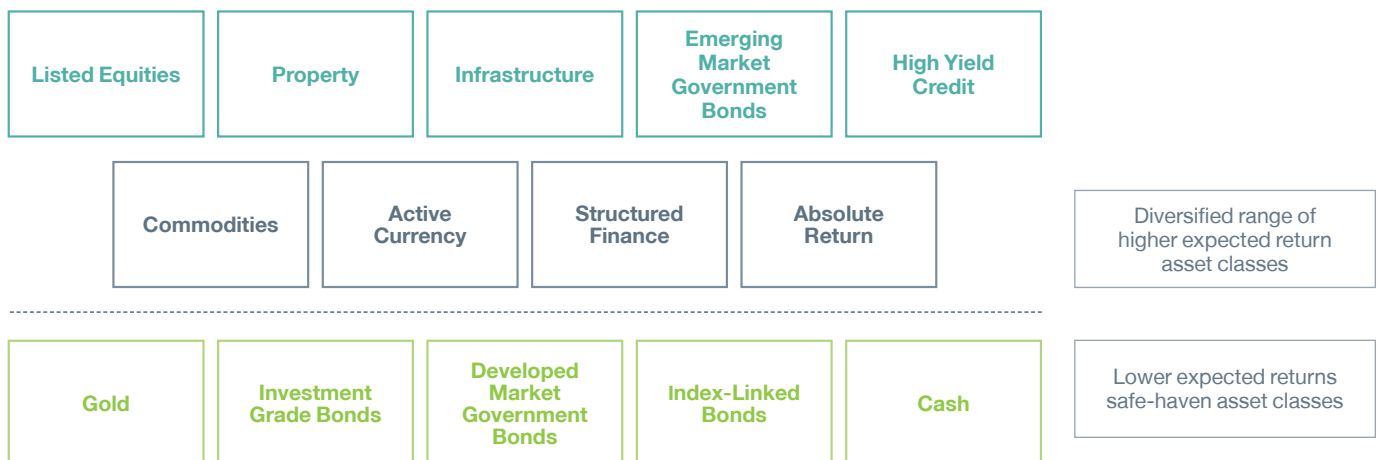
There is continual review of our portfolios. This involves ongoing review by the Multi Asset Team. It also involves review and challenge from peers elsewhere in the firm, notably by the Multi Asset Review Group (MARG) and the Investment Risk, Research & Analytics Department. MARG provides support, advice and constructive challenge to the investment team. The Investment Risk, Research & Analytics Department operates independently to our Multi Asset Team monitoring our portfolios on a daily basis and producing formal risk reports.

# Range of asset classes

*The Diversified Return Strategy invests across a broad range of asset classes. This raises the likelihood of finding individually attractive asset classes and also helps us achieve a balanced and diversified portfolio.*



The range of asset classes we invest in for the Strategy is shown below. Those above the dashed line represent higher expected return asset classes. Those below the dashed line represent asset classes that have more modest long-term returns but may, from time to time, have tactical appeal.





# Risk management

*Risk management lies at the heart of the Diversified Return Strategy. As such, we attach as much consideration to risk issues as to the consideration of investment opportunities and their likely returns.*



There are four main pillars to our management of investment risk.

- Diversification Guidelines
- Scenario Analysis
- Risk Models
- Peer Review

## Diversification guidelines

We adopt a number of guidelines to ensure that the portfolio remains flexible, absolute-return focused and genuinely diversified at all times. In particular:

- There are maximum asset allocation limits for each asset class as shown in the table below. Furthermore, no more than half of the portfolio's maximum permitted risk will come from any one asset class
- There is no minimum allocation to any asset class. If we do not like an asset class, or expect it to deliver negative returns, then we will not own it

different states of global growth and the same for inflation. The extreme scenarios look to capture events that, though unlikely, may have substantial effects on the portfolio were they to occur. Examples might include economic shocks or an oil price crisis.

## Risk models

We use risk models to provide a quantitative perspective on the portfolio. This helps inform our understanding of the portfolio and the range of risks it is exposed to. The models we currently use are provided by APT and Moody's Analytics.

## Peer review

Peer review sees the team and its investment decisions being constructively challenged by senior colleagues from elsewhere in Baillie Gifford. We think this is a valuable part of our process and helps the team avoid behavioural risks such as over confidence as well as providing useful input to the generation of investment ideas. The main forums for this peer review are regular meetings with the Multi Asset Review Group and the Investment Risk, Research & Analytics Department.

## Scenario analysis

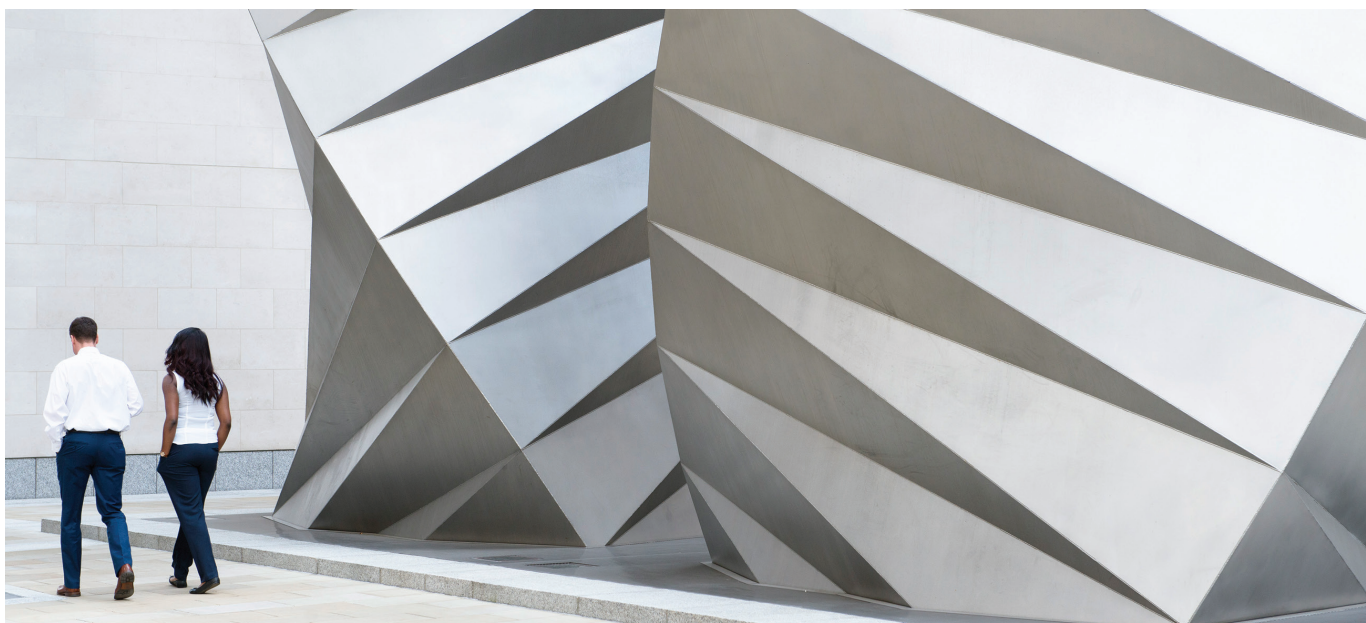
Scenario analysis forms a major pillar of the risk framework. The investment team formally undertakes a scenario analysis exercise for the portfolio each quarter. This consists of assessing the likely performance of the asset classes in which the portfolio invests over the following twelve months across a range of core and extreme scenarios. The core scenarios represent three

	<b>Asset allocation max weight %</b>
Developed Market Government Bonds	60
Investment Grade Bonds	60
Listed Equities	40
Property	40
High Yield Credit	40
Infrastructure	40
Structured Finance	40
Emerging Market Local Currency Government Bonds	30
Emerging Market Hard Currency Government Bonds	30
Commodities	30
Absolute Return	20



# Portfolio liquidity

*The Strategy offers daily dealing, accordingly the majority of the underlying investments must be readily realisable.*



*...the Strategy explicitly sets out to invest in a wide range of both traditional and alternative asset classes.*

The Diversified Return Strategy is valued on a daily basis and is capable of accepting inflows and allowing outflows on a daily basis. There needs to be consistency between the valuation and dealing frequency of the portfolio and the liquidity of the portfolio.

The practical effect of this is that at least 90% of the portfolio is capable of being bought and sold on a daily basis (subject of course to a satisfactory price being achievable). Up to 10% of the portfolio may be invested in externally managed open-ended funds with weekly or monthly dealing frequency (subject to a maximum 5% of portfolio in monthly-dealt funds).

We also monitor the overall liquidity of the portfolio by regularly assessing how much it would cost to sell a significant portion of the portfolio at short notice. Specifically, every three months an estimate is produced for how much it would cost to sell one-tenth of every holding in the portfolio.

Our current guideline is that the estimated cost (defined as the difference between the expected selling price and the prevailing mid valuation price) must be below 2% in normal market conditions.

This 2% limit is somewhat greater than one might expect in traditional investment strategies. However, the

Strategy explicitly sets out to invest in a range of both traditional and alternative asset classes.

The size and liquidity of these different asset classes varies widely and alternative asset classes in particular are often smaller and less liquid. We also invest in a broad range of different instruments and securities. Some of these exhibit relatively low liquidity and higher dealing costs. Our aim is to balance these issues of liquidity and dealing cost with the advantages such investments bring to the overall portfolio.

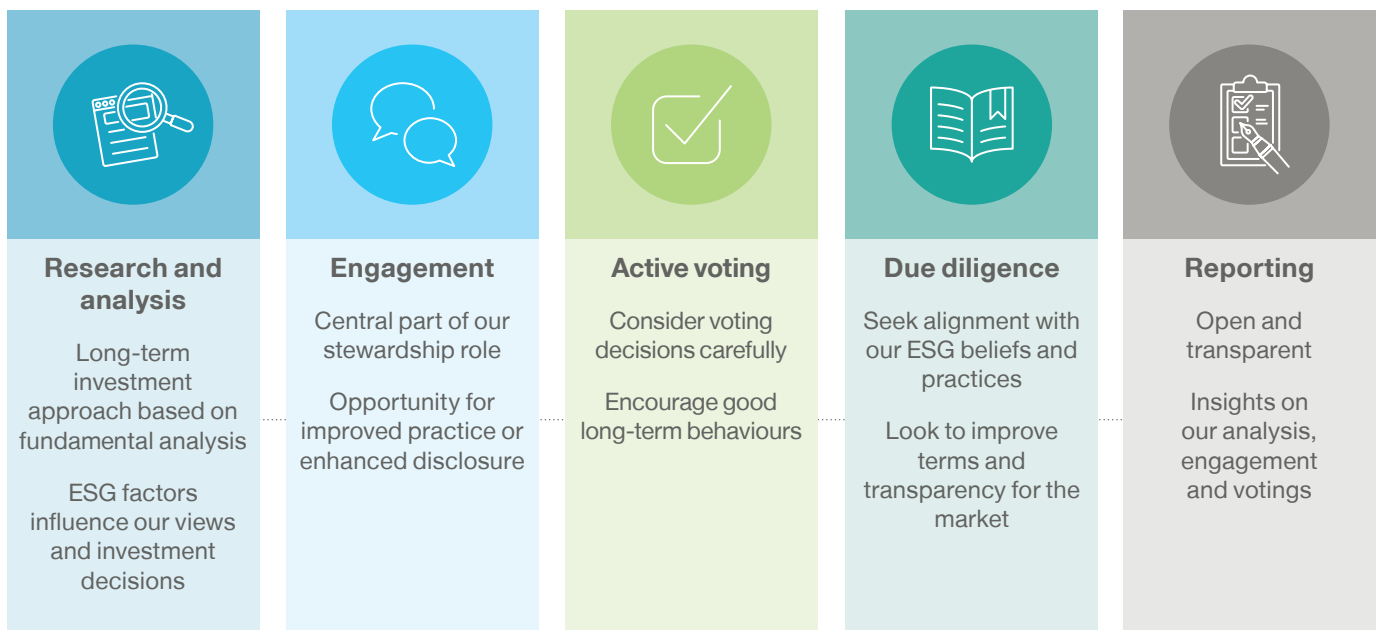
# Our ESG resource

At Baillie Gifford, we know our clients want us to achieve strong investment returns and we also know they care about the impact their capital can have on society and the environment. We take very seriously our role as stewards of our clients' capital and therefore want our actions to reflect our shared values and concerns, as well as the broader responsibilities that come with managing significant sums of money. We believe there is strong alignment between good environmental, social and governance practices and achieving, over the long run, the best investment returns.

Consideration of these issues are therefore embedded into our research and decision-making, and in our active engagement with our underlying investments.

The key areas in which ESG activities are incorporated alongside our investment activities are within our research and analysis, engagement with underlying holdings, active voting, and our reporting. Our investment approach is long-term and based on the fundamental analysis of all the information relevant to each investment opportunity. ESG factors are part of this

rigorous research alongside traditional financial factors, influencing our views and ultimately our investment decisions. Within our reporting we aim to be open and transparent on ESG issues as we are with other factors concerning our portfolios. Laura Thomson and Siân Lombard are the dedicated ESG analysts for the Multi Asset Team and have specific strategy knowledge and expertise on environmental, social and governance issues.



## Appendix 1: The asset classes

<b>Listed equities</b>	This asset class is the growth asset traditionally favoured by investors. Returns are generated from dividends received and an increase in the capital value of the share in the ownership of a company. We will typically gain exposure through Baillie Gifford equity strategies.
<b>Property</b>	Investment in property refers to ownership of commercial and residential property. The liquidity requirements of the Strategy mean that our exposure will be through listed vehicles, and we invest in a wide range of such vehicles around the world.
<b>High yield credit</b>	This asset class includes bonds issued by companies with lower credit ratings. We access the asset class through a combination of Baillie Gifford credit strategies and direct holdings.
<b>Investment grade bonds</b>	These are debt instruments issued by companies with the highest credit ratings. Our exposure will typically be through Baillie Gifford credit strategies.
<b>Structured Finance</b>	Structured finance means exposure to lending such as residential mortgages, commercial mortgages and corporate loans. The individual loans are pooled and investors select exposure to a desired level of risk and return. For example, a lower-returning exposure would require losses to be incurred by each of the higher risk elements in the structure before it would suffer loss. Our exposure is through a combination of externally-managed funds and direct holdings.
<b>Commodities</b>	Commodity investments give exposure to price increases across a range of commodities including precious metals, energy, agricultural and industrial metals. We will typically gain exposure through Exchange Traded products.
<b>Emerging market government bonds</b>	These are bonds issued by the governments of less developed countries, often in the local currency of the issuing country or in US dollars. Our exposure will be through a combination of a Baillie Gifford emerging market bond pooled vehicle and direct holdings.
<b>Infrastructure</b>	Infrastructure is a broad definition of an asset class offering steady, often government-backed or regulated, returns from the provision of essential services such as schools, transport projects and energy generation. Our exposure will be through a range of listed funds and direct holdings.
<b>Developed market government bonds</b>	This refers to debt issued by the governments of developed world economies. These are typically viewed as low risk, low-return investments. Our exposure will typically be via direct holdings.
<b>Absolute return</b>	Our absolute return exposure incorporates a diverse range of investment strategies with low or negative correlation to broad economic risk.
<b>Active currency</b>	Our active currency exposure refers to a range of long and short currency positions, managed by our Rates & Currencies Team, aimed at generating a positive return for the Strategy.

## Appendix 2: Return and volatility targets

*The Baillie Gifford Diversified Return Strategy aims to deliver (after deduction of costs) an annualised return over rolling five-year periods that is 3.5% more than cash and a positive return over rolling three-year periods, with annualised volatility of returns over rolling five-year periods that is below 10%. This appendix summarises how we decided on these return and volatility targets.*

The table below covers the asset classes in which we will invest most frequently. The list is not exhaustive but it does cover those with high long-term returns, low volatility or low correlation.

The columns of numbers show our estimates of the prospective long-term returns over short-term risk-free rates for each asset class, an assumption of what level of outperformance can be expected within each asset class (reflecting the different means by which we get exposure to each asset class) and an assumption of the level of volatility that each asset class is likely to exhibit in the long run.

The market return and volatility numbers are our own estimates and the outperformance numbers are taken from the relevant Baillie Gifford investment products. The assumed contribution from active asset allocation is 0.5% per annum.

Putting all these numbers together and allowing for correlations between asset classes produces the table below. The portfolio has an expected gross return of approximately 5.3% over base rate with an expected volatility of 9.8%.

Note that the return on the diversified portfolio of 5.3% is higher than the weighted average of the underlying assets (3.5%). Similarly, the volatility of the diversified portfolio (9.8%) is lower than the weighted average of the individual volatilities (15.5%). These differences are both due to the diversification effect.

### Potential returns based on an illustrative portfolio

Asset class	Weight %	Median return over cash <sup>1</sup> (p.a.)%	Potential Alpha (p.a.)%	Total return over cash (p.a.)%	Volatility <sup>2</sup> (p.a.)%
<b>Asset class assumptions</b>					
Equities	25.0	3.75	2.0	5.75	18.0
Property	7.5	4.0	–	4.0	13.0
Credit – High Yield	2.5	2.25	1.0	3.25	14.8
Credit – Loans	5.0	1.75	–	1.75	10.2
Credit – Investment Grade	10.0	1.5	1.0	2.5	6.0
Structured Finance	7.5	2.75	–	2.75	9.9
Insurance Linked Securities	0.0	2.5	–	2.5	8.0
Absolute Return	5.0	2.0	–	2.0	7.8
Commodities	0.0	0.0	–	0.0	25.6
Gold	2.5	0.0	–	0.0	15.4
EM Govt Bonds – Local Currency	10.0	3.0	1.0	4.0	10.9
EM Govt Bonds – Hard Currency	7.5	2.75	1.0	3.75	11.4
Infrastructure	10.0	2.75	–	2.75	16.6
DM Government Bonds	5.0	0.25	0.5	0.75	5.4
Cash	2.5	0.0	–	0.0	1.5
<b>Portfolio effects</b>					
Diversification Effect*	–	0.8	–	–	-5.7
Active Asset Allocation	–	–	0.5	–	–
Active Currency	–	–	0.5	–	–
<b>Total</b>	<b>100.0</b>	<b>3.4</b>	<b>1.8</b>	<b>5.3</b>	<b>9.8</b>

This is for illustrative purposes only and is not reflective of actual portfolio positioning. We view these return estimates as broadly sensible indications of likely returns. They should not be interpreted as high precision forecasts, nor are they likely to bear much resemblance to returns over shorter time horizons.

\*The Diversification Effect describes both the additional return and the reduction in volatility achieved by holding a portfolio of multiple, lowly-correlated assets over the long term.

<sup>1</sup>Based on Multi Asset Team views on asset class returns over the long term (Long-Term Return Expectations paper).

<sup>2</sup>Based on Moody's Analytics' modelling assumptions for long-term asset volatilities and correlations as at March 2021.



## Appendix 3: Biographies



### James Squires

James is Head of the Multi Asset Team and a member of the Investment Risk Committee. He became a Partner in 2018. James joined Baillie Gifford in 2006, initially working in our North American Equity and Fixed Income Teams. He has been a CFA Charterholder since 2010 and graduated BA in Mathematics and Philosophy from the University of Oxford in 2005.



### Scott Lothian

Scott joined Baillie Gifford in 2015 and is an Investment Manager in the Multi Asset Team. Prior to joining Baillie Gifford, he worked for Schroders in London, BEA Union in Hong Kong and Towers Watson. Scott graduated BSc in Actuarial Mathematics and Statistics from Heriot-Watt University in 1999. He is a Fellow of the Institute and Faculty of Actuaries.



### Felix Amoako-Kwarteng

Felix joined Baillie Gifford in 2011 and is an Investment Manager in the Multi Asset Team. He is a CFA Charterholder. Felix graduated BComm in Accounting from University of Cape Coast, Ghana in 2008 and MSc in Investment Analysis from the University of Stirling in 2010.



### Nicoleta Dumitru

Nicoleta joined Baillie Gifford in 2013 and is an Investment Manager in the Multi Asset Team. In 2018, she joined the Multi Asset Income Portfolio Construction Group (PCG). Nicoleta graduated BSc (Hons) in Management and Marketing from the University of Manchester in 2013.



### James Carver

James joined Baillie Gifford in 2018 and is an Investment Manager in the Multi Asset Team, with a focus on macro research. He is not responsible for asset allocation decision making in the fund. He began his career with Deutsche Asset Management and spent 10 years working across emerging market debt, global macro and asset allocation before moving to Scottish Widows to run their Absolute Return bond fund. James is a CFA Charterholder, graduated MSc (Hons) in Earth Sciences from the University of Oxford in 2001 and later completed an MBA at the University of Edinburgh.



### Yussef Robinson

Yussef joined Baillie Gifford in 2017 and is an Investment Analyst in the Multi Asset Team's Thematic Research group. He graduated BA (Joint Hons) in History and Politics from the University of Oxford in 2017.



### Steve Bedwell

Steve is a Quantitative Analyst in the Multi Asset Team. He joined Baillie Gifford in 2003 and has worked in a variety of roles which have included trading bonds, derivatives and foreign exchange, and working on numerous projects aimed at improving the systems and processes used by the firm's investment teams. Steve started his career at Goldman Sachs after graduating BSc (Hons) in Economics from University College London in 1999.



### Christina Cody

Christina joined Baillie Gifford in 2021 in the Investment Management trainee programme on the Multi-Asset Team following the University of Edinburgh MBA programme (2021). She graduated with a BA in Economics and French from the University of North Carolina at Chapel Hill in 2008 and an MA in Political Science from Sciences Po Paris in 2010, after which she spent ten years working in national security policy for the United States.



### Theo Golden

Theo joined Baillie Gifford in 2021 as an Investment Analyst as a part of the Multi-Asset Team. Previously, he worked as a financial journalist at Bloomberg and Business Insider. He graduated from Durham University in 2020 with BA(Hons) in Music.



### Laura Thomson

Laura joined Baillie Gifford in May 2018 and is an Analyst within the ESG Team. Prior to joining Baillie Gifford, she worked as an Environment and Sustainability Advisor for Laing O'Rourke, an international construction and engineering company. Laura also worked as an Analyst and Account Manager for the Carbon Disclosure Project's Supply Chain Programme. In 2015, she earned Practitioner Membership of the Institute of Environmental Management and Assessment (PIEMA). Laura graduated BA (Hons) in French Studies from the University of Sheffield in 2010 and MSc in Management from the University of Edinburgh in 2011.



### Siân Lombard

Siân joined Baillie Gifford in 2021, she works as an Assistant in the Multi Asset Team, focussing on ESG Research and Engagement. Prior to joining Baillie Gifford, Siân worked at Deloitte in London after graduating BSc in Environmental Geoscience from Durham University in 2017.



**John Berry**

John joined Baillie Gifford in 2009 and is an Investment Manager in the Emerging Markets Debt Team. Prior to joining Baillie Gifford, he spent eight years working for businesses and aid agencies in Emerging Markets. He graduated MA in Geography from the University of Edinburgh in 1999 and MSc in Development Practice from Oxford Brookes University in 2003.



**James Squires**

James is Head of the Multi Asset Team and a member of the Investment Risk Committee. He became a Partner in 2018. James joined Baillie Gifford in 2006, initially working in our North American Equity and Fixed Income Teams. He has been a CFA Charterholder since 2010 and graduated BA in Mathematics and Philosophy from the University of Oxford in 2005.



**Will Sutcliffe**

Will is Head of our Emerging Markets Equity Team. He joined Baillie Gifford in 1999 and became a Partner of the firm in 2010. Prior to joining the team in 2001, he also spent time working in our UK and US Teams. Will graduated with a MA in History from the University of Glasgow in 1996.



**Torcail Stewart**

Torcail joined Baillie Gifford in 2008 and is an Investment Manager in the Credit Team. Prior to joining Baillie Gifford, he worked as an Investment Analyst for the Alliance Trust's UK Large Cap Equity Fund. Torcail graduated BA in Geography from the University of Cambridge in 2002 and MPhil in Management, Economics and International Relations from the University of St Andrews in 2005. Torcail is a member of the UK Society of Investment Professionals (UKSIP).



**Matthew Brett**

Matthew is an Investment Manager in the Japanese Equities Team. He is manager of the Japanese All Cap Strategy and Lead Manager of the Japanese Income Growth Strategy. He is also a member of the Global Stewardship Portfolio Construction Group. Matthew joined Baillie Gifford in 2003 and became a Partner in 2018. He is a CFA Charterholder. Matthew graduated BA (Hons) in Natural Sciences (Psychology) from the University of Cambridge in 2000 and holds a PhD in Psychology from the University of Bristol.



**Tim Alcorn**

Tim joined Baillie Gifford in 2005 and is Head of Investment Risk, Analytics and Research. He has been a CFA Charterholder since 2009. Tim graduated BA (Dual Hons) in Economics and Finance from Keele University in 2004 and MSc in Finance and Investment from the University of Edinburgh in 2005.



**Lucy Haddow**

Lucy is a Director in our Clients Department. She is also a Managed Fund Product Specialist. Before joining Baillie Gifford in 2013, Lucy spent four years at Ernst and Young in their Assurance and Transaction Support departments. In 2012 she qualified as a Chartered Accountant. Lucy graduated BA (Hons) in Politics from the University of Durham in 2009.



**James Carver**

James joined Baillie Gifford in 2018 and is an Investment Manager in the Multi Asset Team, with a focus on macro research. He is not responsible for asset allocation decision making in the fund. He began his career with Deutsche Asset Management and spent 10 years working across emerging market debt, global macro and asset allocation before moving to Scottish Widows to run their Absolute Return bond fund. James is a CFA Charterholder, graduated MSc (Hons) in Earth Sciences from the University of Oxford in 2001 and later completed an MBA at the University of Edinburgh.

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