

## IMR response to the crisis in the Ukraine

For a major global event like the war in Ukraine, the IMR team automatically kicks into action. As a result, the investment manager research (IMR) team is in ongoing dialogue with our fund managers.

Beyond reducing their exposure to Russian holdings, one theme across many of our fund managers is that they are watching for broader impacts to the global economy – specifically as it relates to commodities and supply chains. The crisis in Ukraine is impacting global markets, not just emerging markets (EM). The situation is being monitored closely both for its impact to EM markets, as well as potential broader ripple effects (including impacts from sanctions, oil pricing, energy supply in developed markets etc.).

A key part of our IMR review when selecting and evaluating fund managers is their ability and skill in anticipating and mitigating risks. We are constantly in dialog with our subadvisor partners and regularly discuss their approach to current and anticipated market challenges. Risk identification and mitigation is even more important in times of major global events like we are dealing with today.

During market events like this, we analyze each of our funds to identify those with the highest exposure first. For all fund managers with exposure to areas of concern, we reach out to better understand the Portfolio Managers (PM) approach. This would include the firms position on whether to maintain or sell holdings of concern. If as a result of our review we have concerns that any of our PMs are not taking a measured and prudent approach we will use our IMR process to flag the mandate and act accordingly.

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