

Investment Objective

The Essex Research Strategy is co-managed by a team of investment professionals seeking growth equity opportunities across an all-cap universe. By employing fundamental top down economic and sector analysis with bottom-up stock picking skills, the strategy provides the investment team a wide framework in which to identify growth candidates regardless of market capitalization restraint.

Investment Team



Joe McNay
CIO



Rob Uek
Co-CEO



Nancy Prial
Co-CEO



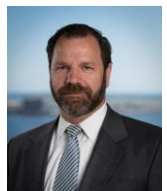
Saralyn Sacks
Senior VP



Anne Marie McMichael
VP



Bill Page
Senior VP



Martin Cournan
Senior VP



Jack Lloyd
Impact Analyst

About Essex

Essex Investment Management, founded in 1976, has a singular focus as a boutique growth manager offering portfolio management services to both institutions and high net worth individuals. As of quarter end, Essex has 15 employees of whom 9 are investment professionals.

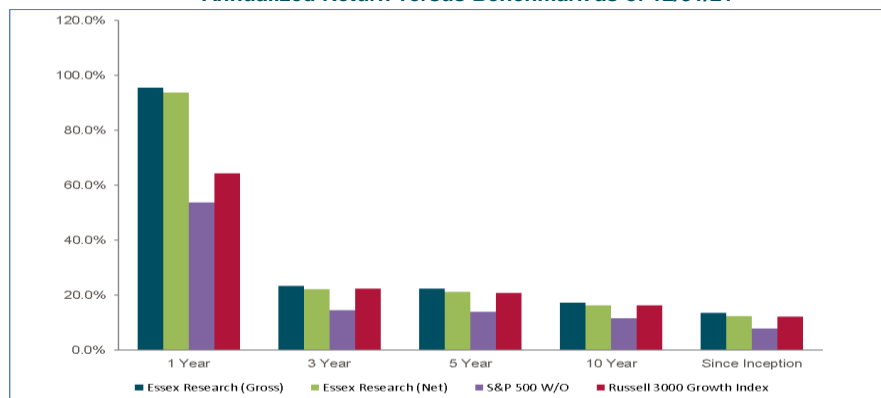
Essex Research Strategy

Composite Returns as of 12/31/21

	Current Year		Annualized Returns					Since Inception*
	QTD	YTD	1 YR	3 YR	5 YR	10 YR		
Essex Research (Gross)	2.5%	15.1%	15.1%	28.8%	22.1%	19.4%	13.5%	
Essex Research (Net)	2.2%	13.9%	13.9%	27.5%	20.9%	18.2%	12.3%	
Russell 3000 Growth Index	10.9%	25.9%	25.9%	33.2%	24.6%	19.4%	13.0%	
S&P 500 w/o Income	10.7%	26.9%	26.9%	23.9%	16.3%	14.3%	8.6%	

(*Inception: 2/1/05)

Annualized Return versus Benchmark as of 12/31/21



5 Year Calendar Performance

	2016	2017	2018	2019	2020
Essex Research (Gross)	5.0%	23.9%	2.7%	32.5%	40.0%
Essex Research (Net)	4.0%	22.6%	1.7%	31.2%	38.7%
Russell 3000 Growth	7.4%	29.6%	-2.1%	35.9%	38.3%
S&P 500 w/o Income	9.5%	19.4%	-6.2%	28.9%	16.3%

Top Ten Holdings (12/31/21)⁽¹⁾

Position	Weight
Endava	5.1%
Apple	4.2%
Amazon	4.0%
Kornit Digital	3.7%
Tandem Diabetes Care	3.6%
Cowen	3.6%
Syneos Health	3.4%
Evoqua Water	3.2%
BP PLC Sponsored ADR	3.2%
Ford	3.1%
Total	37.2%

⁽¹⁾Top ten holdings and weightings for a typical Research Strategy portfolio

Characteristics (12/31/21)⁽²⁾

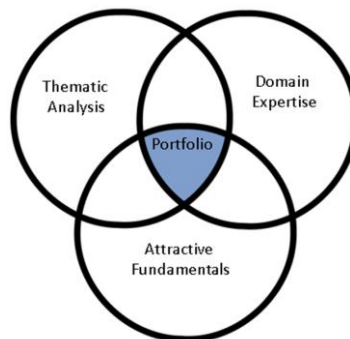
	Essex Research Strategy	Russell 3000 Growth
Market Cap (\$M)		
Weighted Average	227,560	941,144
Median	7,213	2,405
Dividend Yield (%)		
	2.5	1.0
Price/Earnings		
	38.0	26.3
P/E using FY1 Est		
	29.9	32.3
Price/Cash Flow		
	12.1	26.2
Price/Book		
	3.1	11.9
Price/Sales		
	1.8	5.0

⁽²⁾Characteristics for a typical Research strategy portfolio

Risks of Essex Research portfolios: **Essex Research Composite** portfolio returns may show a high level of variability and volatility. In addition to market risk, additional risks in these portfolios may result from Essex's selection of specific securities, since individual holdings may represent a significant percentage of a portfolio's holdings from time to time. Sources: portfolio characteristics, top ten holdings and sector weights calculated internally by Essex. Performance Calculations: performance returns are of the **Essex Research Composite**, inception 2/1/2005. The Essex Research Composite includes all actual, fee-paying, fully discretionary accounts managed by Essex to seek capital appreciation by investing in growth companies without regard to market capitalization. In pursuing its objective, the Fund intends to invest in corporate and equity securities, some of which may be highly speculative. The use of leveraging, short positions and derivatives has not been used by any of the accounts. The Russell 3000[®] Growth Index consists of those securities in the Russell 3000[®] with a greater-than-average growth orientation, and includes reinvestment of dividends. The Russell 3000[®] Growth Index is a trademark of Russell Investments. Russell Investments is the owner of the trademarks, service marks and copyrights related to its respective indexes. The volatility of the indices may be materially different from the individual performance attained by a specific investor. In addition, the Adviser's/Fund's holdings may differ significantly from the securities that comprise the indices. The indices have not been selected to represent an appropriate benchmark to compare an investor's performance, but rather are disclosed to allow for comparison of an investor's performance to that of certain well-known and widely recognized indices. An index is unmanaged, does not incur fees or expenses, and cannot be invested in directly. Companies in this index tend to exhibit higher price-to-book and price/earnings ratios, lower dividend yields, and higher forecasted growth values. Composite returns include the reinvestment of dividends and are presented in USD. Gross performance results presented are net of transaction costs, withholding taxes and direct expenses, but before management fees, custody fees and other indirect expenses. Net performance results are presented net of the maximum applicable management fees, transaction costs, withholding taxes and direct expenses, but before custody fees and other indirect expenses. This composite does not incur any performance-based fees. Actual returns will be reduced by investment advisory fees and any other additional fees and expenses. Essex's standard fee schedule is available on request and can be found in Part 2A of our Form ADV. Investment advisory fees are generally collected quarterly, which produces a compounding effect on the total rate of return net of management fees. The actual fee charged to an individual account may differ from the standard schedule depending on a number of factors including account type and size. Past composite performance is not necessarily predictive of how an investors' individual account will perform. Wherever the potential for profit exists, there is also a potential for loss.

- **Essex's best investment ideas expressed in a concentrated portfolio managed with a long investment horizon**
- **The team is benchmark aware but not benchmark focused. The portfolio exhibits very high active share.**

Investment Process



What Are We Looking For:

- **Growth:** Revenue and earnings growth faster than the market.
- **Profitability:** Returns on capital exceeding the cost of capital.
- **Impact:** Technologies or services that solve the world's environmental challenges.
- **Competitive advantage:** An edge that allows sustainable growth and profitability.
- **Management quality:** History of effective capital allocation.
- **Valuation:** At least 25% upside to our target price.

Themes Align With UN Sustainable Development Goals



Smart City (Goal 11)

- LED street lighting
- Energy efficiency initiatives



Medical Cost Containment (Goal 8)

- Healthcare IT
- Management and treatment



Drug Discovery (Goal 8)

- Effective R&D to address major diseases
- Biosimilars



Big Data/Cloud Based Computing (Goal 9)

- Artificial Intelligence
- Cybersecurity
- E-commerce



Efficient Transportation (Goal 13)

- Electric vehicle technologies
- Enhanced engine efficiencies

Performance Disclosures

This material is for your private information. The views expressed are the views of Essex only through the period ended 12/31/21 and are subject to change based on market and other conditions. The information above does not constitute investment advice and it should not be relied on as such. It should not be considered a solicitation to buy or an offer to sell a security. All material has been obtained from sources believed to be reliable, but its accuracy is not guaranteed.

Past performance is no guarantee of future results.

The Essex Research Strategy representative account has been selected on the basis that its investment objective, historical performance record, and growth characteristics are consistent with those accounts in the Essex Research Strategy composite. The portfolio's trades are executed in accordance with all other accounts in the composite.

The representative account is fully discretionary and has been in the Essex Research Strategy for at least three years.

Holdings Disclosures

The above information represents the top 10 holdings in the Essex Research Strategy as of 12/31/21 based on the aggregate dollar value. The specific securities identified and described do not represent all of the securities purchased, sold, or recommended for Essex Research Strategy, and the reader should not assume that investments in the securities identified and discussed were or will be profitable. All information is provided for informational purposes only and should not be deemed as a recommendation to buy the securities mentioned.



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