

WELCOME

Welcome to our winter newsletter. We wish you prosperity in every sense in 2023. The start of the new year has prompted us to reflect on the road travelled so far and what we've learned along the way. We could not have come this far without the help and support of a great many people. Thank you all.



The most important question facing humanity, according to Albert Einstein, is whether the universe is a friendly place. "This is the first and most basic question all people must answer for themselves," he said.

We understand why people who see the universe as unfriendly would find it difficult to trust win-win solutions. For them, zero sums are more logical. A zero sum, according to Dr Paul Rivlin, is "a situation (such as a game or relationship) in which a gain for one side involves a corresponding loss for the other side."

A win-win situation, by contrast, is characterised by cooperation so that everyone benefits. This way of working remains at the heart of all Giroma's endeavours.

Stephen Covey put it this way: "Many people think in terms of either/or: either you're nice or you're tough. Win-win requires that you be both. It is a balancing act between courage and consideration. To go for win-win, you not only have to be empathic, you also have to be confident. You not only have to be considerate and sensitive, you also have to be brave. To do that – to achieve that balance between courage and consideration – is the essence of real maturity and is fundamental to win-win."

We see win-win as a profoundly hopeful business model in an increasingly interdependent world. It builds sustainable systems by nurturing long-term relationships in which everyone's needs matter.

COMPANY PROGRESS

We are sending our shareholders an interim report along with each quarterly newsletter.

NEXT EDITION

Our spring newsletter will be sent to investors in April. For news and information before then, please visit the website or contact us directly.

Thank you for your continued interest in Giroma. It's a pleasure to prepare these quarterly updates for you.

QUOTE OF THE QUARTER

"Our actions and thoughts matter when we believe that we exist in an interdependent world. And they have the power to flow along the lines of connection to tip the world into another way of being. This is why I have hope for our future."

(Kathleen Allen)