

WELCOME

Welcome to our spring newsletter. We hope you're feeling inspired by this wonderful season of renewal and growth. Pablo Neruda famously said, "You can cut all the flowers but you cannot keep spring from coming."



We think this is the perfect season for reflecting on resilience. Part of what keeps Giroma going in difficult times is having a sense of purpose and meaning derived from our core values. Last time we talked about creating win-win solutions so everyone benefits. Winning in this sense means cooperating, not dominating: building power with others, not exercising power over them. This strikes us as the optimal way to work in our increasingly interdependent world.

Several writers have explored the contribution that cognitive diversity makes to teams who want to work in this way. Our regular readers will know that we draw strength from the work of Kathleen Allen, Margaret Heffernan and Matthew Syed, to name just three. We highly recommend Matthew Syed's book *Rebel Ideas*. If you'd like to read about the connection he sees between cognitive diversity and a growth mindset, the following link may interest you: <https://www.frazerjones.com/global-impact-series/dei/matthew-syed-on-cognitive-diversity-why-its-the-most-important-thing-for-you-and-your-business/>

COMPANY PROGRESS

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

NEXT EDITION

Our summer newsletter will be sent to investors in July. 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

"We need a few trusted naysayers in our lives, critics who are willing to puncture our protective bubble of self-justifications and yank us back to reality if we veer too far off. This is especially important for people in positions of power."
(Carol Tavris)