

Global Equity and Inclusion Policy

JULY 2022



FIERACAPITAL



Purpose

The Global Equity and Inclusion Policy is intended to establish that, at Fiera Capital, we are committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Scope

The Global Equity and Inclusion Policy applies to all (including but not limited to) the following:

- ▶ Companies and subsidiaries within Fiera Capital, including its major business segments (each, a "Business"), divisions, and direct and indirect subsidiaries
- ▶ Majority-owned or controlled joint ventures and other majority-owned or controlled entities and operations
- ▶ Directors, officers, employees, contractors, and any other people who work with or for Fiera Capital and its affiliates
- ▶ Applicants and third parties ("non-employees"), including but not limited to subcontractors, suppliers, consultants, customers, visitors and volunteers

This policy applies to the extent that it does not conflict with the local laws of the countries where the employees work.

On a yearly basis, all employees and above-mentioned stakeholders are responsible for reading, understanding and complying with Fiera Capital's Global Equity and Inclusion Policy for an equitable and inclusive workplace.

Overview and Application

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our firm's culture, reputation and achievement.

We embrace and respect our employees' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique.

Fiera Capital's diversity initiatives apply – but are not limited – to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, end of employment and offboarding, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces the following:



- Respectful communication and co-operation among all employees
- Teamwork and employee involvement, permitting all groups and employee perspectives to be represented
- Work-life balance through flexible work schedules to accommodate employees' varying needs
- Employer and employee contributions to the communities we serve to promote greater understanding and respect for diversity

Definitions

Equality: Providing everyone with the same or equivalent opportunities and ensuring fairness in processes and outcomes so everyone has equal opportunities for their abilities.

Equity: Unlike the notion of equality, equity is not about sameness of treatment. It denotes fairness and justice in process and results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing power dynamics, addressing barriers that prevent opportunities for everyone to thrive and creating opportunities that meet individuals where they are and address their unique needs, ensuring access to the same opportunities and proper resources.

Diversity: Describes the presence of difference within any collection of people. In discussions of social equity, diversity addresses differences in social group membership related, for example, to race, Indigenous identity, class, age, gender identity or expression, sexuality, disability, ethnicity, language, religion and any combination of these variables. The term calls upon us to appreciate both differences and interconnectedness, as well as recognize and respond to systemic and institutionalized discrimination. We should understand diversity as uniting rather than dividing.

Inclusion: Building a culture of belonging by actively inviting the contribution and involvement of all people. Recognizing that every person's voice adds value and creating environments where all employees can access facilities and take part in programs where they feel safe, welcome, and respected creates balance, growth, opportunity, and innovation. It also means taking action to create a supportive and welcoming environment.

Responsibilities

All Fiera Capital employees are responsible for treating others with dignity and respect at all times. We expect all employees to exhibit conduct that reflects inclusion during work, at work functions – on or off the work site – and at all other company-sponsored, participative events. We also require all employees to attend and complete annual diversity awareness training to enhance their knowledge to fulfill that responsibility.

Any employee who exhibits inappropriate conduct or behaviour against others may be subject to disciplinary action.

Employees who believe they have been subjected to discrimination that conflicts with the firm's diversity policy and initiatives should seek assistance from a People Manager or Human Resources representative. Anyone preferring to file a confidential report regarding an event they have been part of or witnessed can refer to the Ethics Reporting Policy and file their report online (secure website) at www.clearviewconnects.com, by phone (dedicated, toll-free number) at 1-844-525-0585 or by mail (confidential post office box) at P.O. Box 11017, Toronto, Ontario, M1E 1N0.

fiera.com



FIERACAPITAL