

FIERA CAPITAL (UK) LIMITED

Disclosure of integration of sustainability risk into remuneration policy

1. Introduction

- 1.1 This document sets out disclosures by Fiera Capital (UK) Limited (the “**Firm**”), in respect of the integration of sustainability risk into our remuneration policy, as required by the EU Sustainable Finance Disclosure Regulation (“**SFDR**”).
- 1.2 The Firm has separately implemented a remuneration policy (the “**Policy**”), which governs the processes concerning the payment of remuneration to the Firm’s in-scope employees and other in-scope members of staff (the “**Employees**”). The Firm has updated the Policy to reflect the integration of sustainability risks, as required by SFDR. This document is published on the Firm’s website, to provide information to the public on these matters.
- 1.3 This document may be updated from time to time. This document is provided for information purposes only. In the event of any inconsistency between this document and either (i) the Policy, or (ii) the terms of any agreement between the Firm and any of its clients, such other document shall prevail. This document is not a complete summary of the Policy; instead, it focuses on summarising the integration of sustainability risk. No person should take (or refrain from taking) any action as a result of this document. To the maximum extent permitted by law, no liability is accepted by the Firm in respect of this document.

2. Risk alignment

- 2.1 The Firm acknowledges that the Policy, and an individual Employee’s remuneration, must be consistent with and promote sound and effective risk management and not encourage risk-taking that exceeds the level of tolerated risk of the Firm.
- 2.2 The risk-limiting features of the Policy include (amongst other things) the application of non-financial metrics, such as an assessment of an Employee’s compliance with all applicable Firm policies at all times which includes the Sustainability Risk Policy, where applicable.

3. Performance measurement

- 3.1 Under the Policy, the Firm carries out an assessment of an individual’s performance, when assessing and determining variable remuneration. This assessment is based on both quantitative criteria (for example, financial performance of the individual and their business unit) and qualitative criteria (for example, holistic assessment of general adherence to certain policies and procedures and achieving a satisfactory Employee Contribution Assessment outcome).
- 3.2 The qualitative criteria used include, among others, an assessment of whether the relevant individual Employee has complied with the Firm’s policies which includes the sustainability policies such as the Sustainability Risk Policy.
- 3.3 In general terms, a positive or neutral assessment of overall compliance by an Employee with the Sustainability Risk Policy would not in itself be expected to contribute to any additional variable remuneration being awarded to an individual Employee. However, in extreme cases, a negative assessment of overall compliance by an individual Employee with the Sustainability Risk Policy may result in a reduction in the variable remuneration amount which would otherwise have been awarded to that individual.