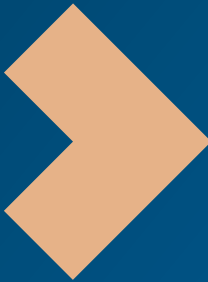

Indigenous Engagement & Inclusion Pledge

January 2024



FIERACAPITAL

Purpose and Scope

At Fiera Capital, we recognize the significant contributions of Indigenous peoples to our society, culture, and workforce.

We are committed to fostering an open, inclusive, and respectful environment for members of Indigenous communities. This pledge outlines our commitment to building meaningful partnerships that further the empowerment of Indigenous communities and their members while upholding their sovereignty and traditions.

This pledge applies comprehensively to all aspects of Fiera Capital's engagement and employment practices.

Guiding Principles



We are guided by the following principles in our actions towards the meaningful engagement and inclusion of Indigenous peoples:

➤ Respect and Recognition

We acknowledge and respect the unique cultures, traditions, and histories of Indigenous peoples. We recognize their inherent rights, and **we commit to conducting ourselves in ways that uphold their dignity and autonomy.**

➤ Cultural Sensitivity and Awareness

We approach interactions with Indigenous communities and their members with cultural sensitivity and humility. We are committed to continuous learning and enhancing our understanding of the diverse cultures, customs, and practices of Indigenous peoples in alignment with our [Global Equity and Inclusion Policy](#) and [Global Respectful Workplace Policy](#), as well as the contemporary issues Indigenous communities continue to face today. To underscore our firm commitment to allyship with Indigenous communities, we conduct annual education sessions on Truth and Reconciliation, equipping all employees with essential knowledge and fostering a culture of inclusion and respect.

➤ Engagement and Collaboration

We commit to supporting the growth and enduring prosperity of Indigenous communities through tailored investment services, strategic recruitment initiatives, and financial support to Indigenous students. Through sustained efforts, collaboration, and shared initiatives, we aspire to strengthen our relationships with and contribute to the larger process of Reconciliation with Indigenous peoples.

Collaboration with Our Indigenous Clients and Partners

To demonstrate our commitment to Reconciliation with Indigenous communities and individuals, we have undertaken several initiatives over the years, and we aim to continue our endeavours and build further on our dedication to fostering a respectful and inclusive environment for Indigenous peoples.

Fiera Capital has developed strong and trusted relationships with over 40 Indigenous client groups, providing tailored investment services that have supported their communities in achieving their goals and expanding their ability to deliver necessary services to their members.

Below are some of our key initiatives and engagements to date:

- Fiera Private Debt has originated investment opportunities in partnership with Indigenous communities that provide meaningful **financial benefits** that can help support economic self-sufficiency and Reconciliation.

- Our Client Service team has enthusiastically participated in numerous social and cultural events at the invitation of Indigenous clients and groups. These include gatherings, community meetings, workshops with Elders, youth development and educational activities, sporting events, fundraising endeavours, and more, underscoring **our firm's deep commitment** to forging meaningful partnerships.

- Fiera Capital is aligned with the **Reconciliation and Responsible Investment Initiative's (RRII) 3-pillar** framework for **Reconciliation and respect for Indigenous rights**, grounded in the **Truth & Reconciliation Commission's principles** and **Call to Action 92**.

- Additionally, Fiera Capital is a member of the [National Aboriginal Trust Officers Association \(NATOA\)](#) and [the Aboriginal Financial Officers Association \(AFOA\) Canada](#). We are also active with the [Assembly of First Nations](#).

- Our firm has also established an endowment fund with **Toronto Metropolitan University** to provide financial assistance to Indigenous students. Likewise, **we sponsored youth attendance to the NATOA Indigenous Youth Summit**.

- The Fiera Capital Foundation **actively supports various charities** that focus on empowering Indigenous communities across Canada, exemplifying our commitment to fostering positive change and inclusive growth.
