



RESPONSIBLE INVESTING REQUEST FOR INFORMATION

The Integrated Fixed Income team takes a holistic approach to sustainable investing by combining ESG factors into their corporate credit framework. By including such factors in the investment process, the team seeks to gain greater insight into a company's ability to manage risks and its ability to create sustainable value over the long term. If an area of concern is identified, the team assesses the potential impact this may have on the financial performance of the issuer. Additionally, the team believes there could be a material impact on the business or financial profile of the issuer it is factored into the assessment of the issuer's securities, or the team modifies its judgement on the required returns to compensate for these additional risk factors.

See a detailed overview of the integrated approach in the chart below:

While ESG related concerns can affect the teams' investment decisions, the credit selection does not necessarily preclude investment opportunities based on ESG alone, since Fiera Capit recognizes that ESG factors are often intertwined with other factors that can affect the risk-return assessment of a given security. However, the team regularly elects to engage with issuers on ESG related subjects with the goal to express concerns and positively impact issuer behavior. The team believes that engagement can improve issuer performance and reduce their risk profile, while better aligning issuer's behavior with our client's goals.

The team has developed a proprietary Fiera ESG Score to enhance the data infrastructure, to potentially improve on identifying points of engagement related to ESG and improve client reporting. The most significant deficiency from third party ESG rating providers is the insufficient ESG rating coverage of Canadian corporate bond issuers. Our assessment of Fiera's current ESG data provider reveals they provide data on only 62% of the corporate issuers in the FTSE Canada indices.

The Integrated Fixed Income Team in collaboration with Fiera's Sustainable Investments team developed the Fiera ESG Score where the team now has E, S, G and Overall ESG Scores for 100% of the 230 Canadian corporate issuers.

As an introduction to the Fiera ESG Score, it is based on publicly available ESG data from a leading ESG Research provider. This forms the fundamental basis of issuer ESG ranking methodology across the Canadian corporate universe:

- Focus on underlying E, S and G scores ranging from 0 to 10.

- Overall ESG score is a weighted average of independent weights applied to each E, S and G criteria.

Fiera has flexibility to adjust E, S and/or G components, if deemed appropriate, based on assessment from credit analyst covering a given issuer:

- Adjustments can be max +/- notches for each E, S and G component.

- In cases of adjustments, the Overall ESG score gets recalculated.

For issuers that do not have an external ESG rating, data gaps are being filled with:

- Global average scores for E, S and G based on the issuer's sector.

- Potentially adjusted to a max +/- notches, for each E, S and G component

- Overall Issuer ESG Score is calculated based on global average sector weightings for E, S and G components.

Independent governance and oversight of all issuer ESG Scores is performed by Risk and Sustainable Investment teams. Fiera applies a similar process to improve coverage of issuer emissions data with a focus on Scope 1 & 2 emissions, as well as carbon intensity metrics.

The team seeks to gain greater insight into a company's ability to manage risks and its ability to create sustainable value over the long term. If an area of concern is identified, the team assesses the potential impact this may have on the financial performance of the issuer. Additionally, when the team believes there could be a material impact on the business or financial profile of the issuer it is factored into the assessment of the issuer's securities, or the team modifies its judgement on the required returns to compensate for these additional risk factors.

A holistic due diligence process which integrates ESG factors dives deeper into elements that have the potential to influence a company's financial performance. We thus must identify which, if any, ESG factors may have a material positive or negative impact on a company and determine if the compensation is commensurate with the risk. By digging deeper, a competitive edge can be gained through a better understanding of how traditional financial and non-financial factors can influence a company's costs, risks, opportunities and competitive advantages. Therefore, in every company research report produced, we include a formal ESG section highlighting both positive and negative ESG aspects that our credit analysis has identified. The results of this analysis feed directly into the valuation conclusion.

Our proprietary ESG scoring also allows f

Climate Engagement Canada (CEC): In 2023, we became a member of Climate Engagement Canada (CEC), a financed initiative that drives dialogue between the financial community and corporate issuers to promote a just transition to a net zero economy. CEC focuses on select Toronto Stock Exchange-listed companies that are strategically engaged for the alignment of expectations on climate risk governance, disclosure, and the transition to a low-carbon economy in Canada. CEC's Focus List companies have been identified as the top reporting or estimated emitters on TSX and/or with a significant opportunity to contribute to the transition to a

Remuneration Linked to ESG

Some of our resources, such as our Sustainable Investing team members, have incentives linked to the delivery of ESG projects and objectives as part of their remuneration. Similarly, some investment teams in our Private Markets division have ESG focused personal objectives linked to financial remuneration. For instance, our real estate investment teams have objectives linked to the achievement of certain

The team takes a holistic approach to sustainable investing by combining ESG factors into its corporate credit framework. Fiera Capital is of the view that climate change related risk is increasingly important in fundamental analysis of a company because they have the potential to materially affect company value in the long run. In its analysis, the team is breaking down climate related risks as follows:

Transition risks, which are often easier to identify, and the team is relying both on its own/internal credit analysis and analyses done by our ESG data providers to assess this risk. According to the UN PRI's "Inevitable Response" document, there are definitely some sectors that are more exposed to that risk and

staying away from long dated maturities of these assets (e.g. >15yrs) as uncertainty around transition assets etc. will challenge the business model over time.

Regarding physical risks, the team is still looking to get a better sense of assessing how these will impact sectors (e.g. insurance sector where we already observe increasing claims as a result of changing weather patterns) and other sectors.

10) Describe how you analyze the effectiveness of your investment strategy when taking into consideration different climate-related scenarios, including 1.5 degree and 2 degree Celsius

Through MSCI ESG research, we have access to carbon emissions data and other carbon related information. Although emissions could be reported in multiple different ways, we most often use carbon emissions of scope 1 and scope 2 to calculate carbon intensity (total tons of CO2 equivalent normalized by total sales in M\$USD). We generate these reports to our clients quarterly.

Our proprietary ESG scoring has also allowed for customization to achieve client objectives. This may include Fossil Fuel Free portfolios that exclude debt from energy companies, as well as issuers in non-energy sectors with high carbon intensity, strategies focused on excluding issuers with a high risk of loss from current or past controversies and carbon intensity focused portfolios that seek to reduce the portfolio's carbon footprint over time or relative to a benchmark.

12) What are your firm's emissions as of December 31, 2023? Please provide scope 1 and scope 2 emissions, and separately, scope 3 emissions if available. Please demonstrate how/whether you are taking steps to reduce these emissions.

Fiera Capital attempts to conduct its company operations in a more environmentally friendly manner by reducing the carbon footprint of our operations as much as possible. Various initiatives at the grassroots level are underway or being considered to improve the footprint for example relating to employee travel.

There is no firm commitment of GHG emissions reduction targets for the Firm's operational emissions. We are in the process of calculating our carbon footprint.

Fiera office building in Toronto has a BOMA Go Green Plus Certification and holds RCO The Recycling Council of Ontario Green Team alongside other awards.

13) For the mandate you manage for Queen's, what percentage of equity holdings (if applicable) have credible net zero commitments? Please answer on both an equally-weighted and market cap-weighted basis?

Not applicable for fixed income investments.

14) How do you assess the credibility of a company's emission reduction targets?

The team believes that engagement can improve issuer performance and reduce an issuer's risk across sectors, while better aligning issuer's behavior with our client's interests. In advance engagements, we set clear objectives of what we want to achieve and this can vary across issuers.

15) What forward-looking metrics do you use to assess an investment's alignment with global temperature goals?

The credit team focuses on engagement as their most effective tool to translate por

Strengthening our pipeline of top talent with greater inclusion of women in manager positions and

Promoting greater representation of underrepresented racial and ethnic groups to create a culturally diverse workforce that reflects the communities and organizations we serve around the world.

Our DE&I Council

Our DE&I Council is comprised of sponsors, leads and ambassadors from across our global offices. These individuals act as champions of diversity and inclusion and support efforts to advance initiatives in our five-year roadmap. The Council reports directly to the Global Head of Diversity, Equity & Inclusion and Fiera Capital's Council Chair (Executive Director, Global Chief Legal Officer and Corporate Secretary) and provides regular updates to the Board as well as to the Board's Nominating and Governance Committee.

The Council is structured around five major workstreams that support specific goals based on feedback from an inclusion survey, as well as industry benchmarking and best practices:

Allyship: Create a globally diverse learning & innovation culture that builds awareness about DE&I.

Well-Being Design an employee experience with health and well-being at its core.

PROXY VOTING

19) Do you use an external proxy voting service such as ISS or Glass Lewis, please specify.

Institutional Shareholder Services Inc. ("ISS").

20) If the answer to the previous question is no, please describe your proxy voting guidelines. If the answer to the previous question is yes, please indicate "not applicable" and move on to the next question.)

21) If you use an external proxy voting service, do you customize your guidelines for proxy voting? If yes, describe your customized guidelines. If you use the default service guidelines, describe how often and in which situations you deviate from the external proxy voting service recommendations. (If you do not use an external proxy voting service, please indicate "not applicable" and move on to the next question).

Fiera Capital and its portfolio managers do not delegate the proxy voting responsibility to a service provider. However, we hire the services of an external proxy advisory service provider to generate recommendations as well as customized voting recommendations based on Fiera Capital's guidelines. The service provider helps manage the proxy voting process in collaboration with the sustainable investing team and each investment management team's dedicated individuals who oversee share voting.

The current service provider is Institutional Shareholder Services Inc. ("ISS"), an independent firm with expertise in global proxy voting and corporate governance issues, to augment our internal processes. ISS provides transparency to its clients on the status of their votes, as reflected in the change from votes being instructed/approved to being sent/confirmed.

In 2023, 93% of our votes were aligned with our service provider's recommendations. While our service provider's research is an input in the analysis of the proxies we vote for, our voting decisions are taken independently from their recommendations.

ENGAGEMENT

22) What are your engagement goals? Are these goals outcome/action based (e.g. decreases in emissions or increases in number of women on the board) or means based (reporting on emissions or number of women on the board)?*

The IFI team regularly elects to engage with issuers on ESG related subjects with the goal of impacting issuer behavior. The team believes that engagement can improve issuer performance and reduce their risk profile, while better aligning issuer behaviour with our client's interests. As the team is actively participating in funding discussions with corporate issuers on an ongoing basis, the

exposure to management teams is significant and the nature of the discussions gives the team insight into the levers for engagement.

The team keeps track of engagements and monitors the outcomes. See further detail of our engagement efforts in the charts below.

Breakdown by Area of Engagement

Environmental: ~45%

Social: ~10%

Governance: ~45%

23) What is your policy around the escalation of engagement; how and why might this happen and what is the ultimate tool you might use (e.g. voting against board reelection, etc.)?*

24) Describe a specific example of your firm's engagement with a company over the past year, including the outcome and any lessons learned.

H1 2023:

In 2023, we met with five Real Estate Investment Trusts ("REITs") with the primary objective of discussing ESG-related initiatives, targets and disclosures. Canada's universe of REITs largely varies in terms of the scope and maturity of ESG initiatives. We used this opportunity to share our views on best practices in the sector and encouraged issuers to set ambitious goals and targets. For example, we encouraged issuers to commit to Science-Based Targets for net emissions across Scope 1, 2 and 3. Currently, most REITs report and set targets on Scope 1 and 2, however, with most emissions across the value chain residing in Scope 3 (tenant-driven emissions), we believe REITs need to play a critical role in tenant education and equipping properties with resources and technology to reduce the overall