



LEA 02	Disclosures	Monetary	Principles
<p>By providing investors the ability to make informed decisions on investments, the company is committed to transparency and accountability. The company's ESG performance is disclosed in its annual report and on its website. The company's ESG performance is also disclosed in its annual report and on its website.</p>	<p>LEA 02</p>	<p>Monetary</p>	<p>Principles PRI 1, 2, 3</p>
<p>Type of engagement</p> <p>Individual/ internal staff engagements</p> <p>Collaborative engagements</p> <p>Service provider engagements</p>	<p>Reason for interaction</p> <p>To support investment decision-making in & company's interests</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p> <p>To engage internal ESG decision-makers</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p> <p>To support investment decision-making in & company's interests</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p> <p>To engage internal ESG decision-makers</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p>	<p>Individual/ internal staff engagements</p> <p>Collaborative engagements</p> <p>Service provider engagements</p>	<p>To support investment decision-making in & company's interests</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p> <p>To engage internal ESG decision-makers</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p> <p>To support investment decision-making in & company's interests</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p> <p>To engage internal ESG decision-makers</p> <p>To enhance corporate transparency for identifying the need to take action on ESG issues</p>

RI TRANSPARENCY REPORT

2020

Fiera Capital Corporation

About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the [PRI website](#), ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the 2020 reporting cycle. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is a **Principles index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Principles Index

The Principles Index summarises the response status for the individual indicators and modules and shows how these relate to the six [Principles for Responsible Investment](#). It can be used by stakeholders as an 'at-a-glance' summary of reported information and to identify particular themes or areas of interest.

Indicators can refer to one or more Principles. Some indicators are not specific to any Principle. These are highlighted in the 'General' column. When multiple Principles are covered across numerous indicators, in order to avoid repetition, only the main Principle covered is highlighted.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

Symbol	Status
✓	The signatory has completed all mandatory parts of this indicator
☑	The signatory has completed some parts of this indicator
🔒	This indicator was not relevant for this signatory
-	The signatory did not complete any part of this indicator
Ⓜ	The signatory has flagged this indicator for internal review

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

Principles Index

Organisational Overview				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
OO TG		🔒	n/a							
OO 01	Signatory category and services	✓	Public							✓
OO 02	Headquarters and operational countries	✓	Public							✓
OO 03	Subsidiaries that are separate PRI signatories	✓	Public							✓
OO 04	Reporting year and AUM	✓	Public							✓
OO 05	Breakdown of AUM by asset class	✓	Asset mix disclosed in OO 06							✓
OO 06	How would you like to disclose your asset class mix	✓	Public							✓
OO 07	Fixed income AUM breakdown	✓	Private							✓
OO 08	Segregated mandates or pooled funds	✓	Private							✓
OO 09	Breakdown of AUM by market	✓	Public							✓
OO 10	Active ownership practices for listed assets	✓	Public							✓
OO 11	ESG incorporation practices for all assets	✓	Public							✓
OO 12	Modules and sections required to complete	✓	Public							✓
OO LE 01	Breakdown of listed equity investments by passive and active strategies	✓	Public							✓
OO LE 02	Reporting on strategies that are <10% of actively managed listed equities	🔒	n/a							✓
OO FI 01	Breakdown of fixed income investments by passive and active strategies	✓	Public							✓
OO FI 02	Reporting on strategies that are <10% of actively managed fixed income	🔒	n/a							✓
OO FI 03	Fixed income breakdown by market and credit quality	✓	Public							✓
OO SAM 01	Breakdown of externally managed investments by passive and active strategies	✓	Private							✓
OO PE 01	Breakdown of private equity investments by strategy	✓	Public							✓
OO PE 02	Typical level of ownership in private equity investments	✓	Private							✓
OO PR 01	Breakdown of property investments	✓	Private							✓
OO PR 02	Breakdown of property assets by management	✓	Private							✓
OO PR 03	Largest property types	✓	Private							✓
OO INF 01	Breakdown of infrastructure investments	✓	Private							✓
OO INF 02	Breakdown of infrastructure assets by management	✓	Private							✓
OO INF 03	Largest infrastructure sectors	✓	Private							✓
OO HF 01	Breakdown of hedge funds investments by strategies	✓	Private							✓
OO End	Module confirmation page	✓	-							

CCStrategy and Governance				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
SG 01	RI policy and coverage	✓	Public							✓
SG 01 CC	Climate risk	✓	Private							✓
SG 02	Publicly available RI policy or guidance documents	✓	Public						✓	
SG 03	Conflicts of interest	✓	Public							✓
SG 04	Identifying incidents occurring within portfolios	✓	Private							✓
SG 05	RI goals and objectives	✓	Public							✓
SG 06	Main goals/objectives this year	✓	Private							✓
SG 07	RI roles and responsibilities	✓	Public							✓
SG 07 CC	Climate-issues roles and responsibilities	✓	Private							✓
SG 08	RI in performance management, reward and/or personal development	✓	Private							✓
SG 09	Collaborative organisations / initiatives	✓	Public				✓	✓		
SG 09.2	Assets managed by PRI signatories	✓	Private	✓						
SG 10	Promoting RI independently	✓	Public				✓			
SG 11	Dialogue with public policy makers or standard setters	✓	Private				✓	✓	✓	
SG 12	Role of investment consultants/fiduciary managers	✓	Public				✓			
SG 13	ESG issues in strategic asset allocation	✓	Public	✓						
SG 13 CC		⚠	n/a							✓
SG 14	Long term investment risks and opportunity	✓	Private	✓						
SG 14 CC		✓	Private							✓
SG 15	Allocation of assets to environmental and social themed areas	✓	Private	✓						
SG 16	ESG issues for internally managed assets not reported in framework	✓	Public							✓
SG 17	ESG issues for externally managed assets not reported in framework	✓	Public							✓
SG 18	Innovative features of approach to RI	✓	Private							✓
SG 19	Communication	✓	Public		✓				✓	
SG End	Module confirmation page	✓	-							

Indirect – Manager Selection, Appointment and Monitoring				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
SAM 01	ESG incorporation strategies	✓	Public	✓						
SAM 02	Selection processes (LE and FI)	✓	Public	✓						
SAM 03	Evaluating engagement and voting practices in manager selection (listed equity/fixed income)	✓	Public		✓					
SAM 04	Appointment processes (listed equity/fixed income)	✓	Public	✓						
SAM 05	Monitoring processes (listed equity/fixed income)	✓	Public	✓						
SAM 06	Monitoring on active ownership (listed equity/fixed income)	✓	Public	✓						
SAM 07	Percentage of (proxy) votes	✓	Public		✓					
SAM 08	Percentage of externally managed assets managed by PRI signatories	✓	Private	✓						
SAM 09	Examples of ESG issues in selection, appointment and monitoring processes	✓	Public	✓					✓	
SAM End	Module confirmation page	✓	-							

Direct - Listed Equity Incorporation				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
LEI 01	Percentage of each incorporation strategy	✓	Public	✓						
LEI 02	Type of ESG information used in investment decision	✓	Private	✓						
LEI 03	Information from engagement and/or voting used in investment decision-making	✓	Private	✓						
LEI 04	Types of screening applied	✓	Public	✓						
LEI 05	Processes to ensure screening is based on robust analysis	✓	Public	✓						
LEI 06	Processes to ensure fund criteria are not breached	✓	Private	✓						
LEI 07	Types of sustainability thematic funds/mandates	✓	Public	✓						
LEI 08	Review ESG issues while researching companies/sectors	✓	Public	✓						
LEI 09	Processes to ensure integration is based on robust analysis	✓	Public	✓						
LEI 10	Aspects of analysis ESG information is integrated into	✓	Private	✓						
LEI 11	ESG issues in index construction	🔒	n/a	✓						
LEI 12	How ESG incorporation has influenced portfolio composition	✓	Private	✓						
LEI 13	Examples of ESG issues that affected your investment view / performance	✓	Private	✓						
LEI End	Module confirmation page	✓	-							

Direct - Listed Equity Active Ownership				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
LEA 01	Description of approach to engagement	✓	Public		✓					
LEA 02	Reasoning for interaction on ESG issues	✓	Public	✓	✓	✓				
LEA 03	Process for identifying and prioritising engagement activities	✓	Public		✓					
LEA 04	Objectives for engagement activities	✓	Public		✓					
LEA 05	Process for identifying and prioritising collaborative engagement	✓	Public		✓					
LEA 06	Role in engagement process	✓	Public		✓		✓			
LEA 07	Share insights from engagements with internal/external managers	✓	Public	✓	✓					
LEA 08	Tracking number of engagements	✓	Public		✓					
LEA 09	Number of companies engaged with, intensity of engagement and effort	✓	Private		✓					
LEA 10	Engagement methods	✓	Private		✓					
LEA 11	Examples of ESG engagements	✓	Private		✓					
LEA 12	Typical approach to (proxy) voting decisions	✓	Public		✓					
LEA 13	Percentage of voting recommendations reviewed	🔒	n/a		✓					
LEA 14	Securities lending programme	✓	Private		✓					
LEA 15	Informing companies of the rationale of abstaining/voting against management	✓	Public		✓					
LEA 16	Informing companies of the rationale of abstaining/voting against management	✓	Public		✓					
LEA 17	Percentage of (proxy) votes cast	✓	Public		✓					
LEA 18	Proportion of ballot items that were for/against/abstentions	✓	Public		✓					
LEA 19	Proportion of ballot items that were for/against/abstentions	✓	Public		✓					
LEA 20	Shareholder resolutions	✓	Private		✓					
LEA 21	Examples of (proxy) voting activities	✓	Private		✓					
LEA End	Module confirmation page	✓	-							

Direct - Fixed Income				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
FI 01	Incorporation strategies applied	✓	Public	✓						
FI 02	ESG issues and issuer research	✓	Private	✓						
FI 03	Processes to ensure analysis is robust	✓	Public	✓						
FI 04	Types of screening applied	✓	Public	✓						
FI 05	Examples of ESG factors in screening process	✓	Private	✓						
FI 06	Screening - ensuring criteria are met	✓	Public	✓						
FI 07	Thematic investing - overview	✓	Private	✓						
FI 08	Thematic investing - themed bond processes	✓	Public	✓						
FI 09	Thematic investing - assessing impact	✓	Public	✓						
FI 10	Integration overview	✓	Public	✓						
FI 11	Integration - ESG information in investment processes	✓	Public	✓						
FI 12	Integration - E,S and G issues reviewed	✓	Public	✓						
FI 13	ESG incorporation in passive funds	🔒	n/a	✓						
FI 14	Engagement overview and coverage	✓	Private		✓					
FI 15	Engagement method	✓	Private	✓	✓					
FI 16	Engagement policy disclosure	✓	Private	✓	✓					
FI 17	Financial/ESG performance	✓	Private							✓
FI 18	Examples - ESG incorporation or engagement	-	n/a	✓	✓					
FI End	Module confirmation page	✓	-							

Direct - Property				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
PR 01	Responsible Property Investment (RPI) policy	✓	Public	✓					✓	
PR 02	Fund placement documents and RI	✓	Public	✓			✓		✓	
PR 03	Formal commitments to RI	✓	Private				✓			
PR 04	Incorporating ESG issues when selecting investments	✓	Public	✓						
PR 05	Types of ESG information considered in investment selection	✓	Private	✓		✓				
PR 06	ESG issues impact in selection process	✓	Public	✓						
PR 07	ESG issues in selection, appointment and monitoring of third-party property managers	✓	Public				✓			
PR 08	ESG issues in post-investment activities	✓	Public		✓					
PR 09	Proportion of assets with ESG targets that were set and monitored	✓	Public		✓	✓				
PR 10	Certification schemes, ratings and benchmarks	✓	Private		✓					
PR 11	Proportion of developments and refurbishments where ESG issues were considered	✓	Public		✓					
PR 12	Proportion of property occupiers that were engaged with	✓	Public		✓					
PR 13	Proportion of green leases or MOUs referencing ESG issues	✓	Public		✓					
PR 14	Proportion of assets engaged with on community issues	✓	Private		✓					
PR 15	ESG issues affected financial/ESG performance	✓	Private	✓	✓					
PR 16	Examples of ESG issues that affected your property investments	-	n/a	✓		✓				
PR End	Module confirmation page	✓	-							

Direct - Infrastructure				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
INF 01	Description of approach to RI	✓	Private	✓					✓	
INF 02	Responsible investment policy for infrastructure	✓	Public	✓					✓	
INF 03	Fund placement documents and RI	✓	Public	✓			✓		✓	
INF 04	Formal commitments to RI	✓	Private				✓			
INF 05	Incorporating ESG issues when selecting investments	✓	Public	✓						
INF 06	ESG advice and research when selecting investments	✓	Private	✓			✓			
INF 07	Examples of ESG issues in investment selection process	✓	Public	✓		✓				
INF 08	Types of ESG information considered in investment selection	✓	Private	✓		✓				
INF 09	ESG issues impact in selection process	✓	Private	✓						
INF 10	ESG issues in selection, appointment and monitoring of third-party operators	✓	Public				✓			
INF 11	ESG issues in post-investment activities	✓	Public		✓					
INF 12	Proportion of assets with ESG performance targets	✓	Public		✓					
INF 13	Proportion of portfolio companies with ESG/sustainability policy	✓	Public		✓					
INF 14	Type and frequency of reports received from investees	✓	Private		✓	✓				
INF 15	Proportion of maintenance projects where ESG issues were considered	✓	Public		✓					
INF 16	Proportion of stakeholders that were engaged with on ESG issues	✓	Private		✓					
INF 17	ESG issues affected financial/ESG performance	✓	Private	✓	✓					
INF 18	Examples of ESG issues that affected your infrastructure investments	✓	Private	✓		✓				
INF 19	Approach to disclosing ESG incidents	✓	Private						✓	
INF End	Module confirmation page	✓	-							

Confidence building measures				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
CM1 01	Assurance, verification, or review	✓	Public							✓
CM1 02	Assurance of last year's PRI data	✓	Public							✓
CM1 03	Other confidence building measures	✓	Public							✓
CM1 04	Assurance of this year's PRI data	✓	Public							✓
CM1 05	External assurance	🔒	n/a							✓
CM1 06	Assurance or internal audit	🔒	n/a							✓
CM1 07	Internal verification	✓	Public							✓
CM1 01 End	Module confirmation page	✓	-							

Fiera Capital Corporation

Reported Information

Public version

Organisational Overview

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Basic information

OO 01	Mandatory	Public	Gateway/Peering	General
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OO 01.1 Select the services and funds you offer

Select the services and funds you offer	% of asset under management (AUM) in ranges
Fund management	<input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50%
Fund of funds, manager of managers, sub-advised products	<input type="radio"/> 0% <input checked="" type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50%
Other	<input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50%
Total 100%	

Further options (may be selected in addition to the above)

- Hedge funds
- Fund of hedge funds

OO 02	Mandatory	Public	Peering	General
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OO 02.1 Select the location of your organisation's headquarters.

Canada

OO 02.2 Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2-5
- 6-10
- >10

OO 02.3 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

800

OO 03 **Mandatory** **Public** **Descriptive** **General**

OO 03.1 Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

- Yes
- No

OO 04 **Mandatory** **Public** **Gateway/Peering** **General**

OO 04.1 Indicate the year end date for your reporting year.

31/12/2020

OO 04.2 Indicate your total AUM at the end of your reporting year.

Include the AUM of subsidiaries, but exclude advisory/execution only assets, and exclude the assets of your PRI signatory subsidiaries that you have chosen not to report on in OO 03.2

	trillions	billions	millions	thousands	hundreds
Total AUM		169	700	000	000
Currency	CAD				
Assets in USD		127	622	115	116

Not applicable as we are in the fund-raising process

OO 04.4 Indicate the assets which are subject to an execution and/or advisory approach. Provide this figure based on the end of your reporting year

Not applicable as we do not have any assets under execution and/or advisory approach

OO 06	Mandatory	Public	Descriptive	General
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OO 06.1 Select how you would like to disclose your asset class mix.

as percentage breakdown

	Internally managed (%)	Externally managed (%)
Listed equity	41.7	1.8
Fixed income	43.7	0.5
Private equity	0.01	0.05
Property	2.5	0.4
Infrastructure	0.8	0
Commodities	0	0
Hedge funds	0.1	0.1
Fund of hedge funds	0.2	0
Forestry	0	0

Farmland	0.3	0
Inclusive finance	0	0
Cash	0	0
Money market instruments	2.3	0
Other (1), specify	2.4	0
Other (2), specify	3.1	0

Other (1) specified

Private Lending

Other (2) specified

Balanced Funds and Asset Mix mandates

as broad ranges

OO 06.2 Publish asset class mix as per attached image [Optional].

OO 06.3 Indicate whether your organisation has any off-balance sheet assets [Optional].

- Yes
- No

OO 06.5 Indicate whether your organisation uses fiduciary managers.

- Yes, we use a fiduciary manager and our response to OO 5.1 is reflective of their management of our assets.
- No, we do not use fiduciary managers.

OO 09	Mandatory	Public	Peering	General
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OO 09.1 Indicate the breakdown of your organisation's AUM by market.

Developed Markets

97

Emerging Markets

2.5



Asset class implementation gateway indicators

OO 10	Mandatory	Public	Gateway	General
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OO 10.1 Select the active ownership activities your organisation implemented in the reporting year.

Listed equity – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors.

Listed equity – voting

- We cast our (proxy) votes directly or via dedicated voting providers
- We require our external managers to vote on our behalf.
- We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf

Fixed income SSA – engagement

- We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with SSA bond issuers on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you do not.

Fixed income Corporate (financial) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Fixed income Corporate (non-financial) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Fixed income Corporate (securitised) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

OO 11	Mandatory	Public	Gateway	General
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OO 11.1 Select the internally managed asset classes in which you addressed ESG incorporation into your investment decisions and/or your active ownership practices (during the reporting year).

Listed equity

- We address ESG incorporation.
- We do not do ESG incorporation.

Fixed income - SSA

- We address ESG incorporation.
- We do not do ESG incorporation.

Fixed income - corporate (financial)

- We address ESG incorporation.
- We do not do ESG incorporation.

Fixed income - corporate (non-financial)

- We address ESG incorporation.
- We do not do ESG incorporation.

Fixed income - securitised

- We address ESG incorporation.
- We do not do ESG incorporation.

Private equity

- We address ESG incorporation.
- We do not do ESG incorporation.

Property

- We address ESG incorporation.
- We do not do ESG incorporation.

Infrastructure

- We address ESG incorporation.
- We do not do ESG incorporation.

Hedge funds

- We address ESG incorporation.
- We do not do ESG incorporation.

Fund of hedge funds

- We address ESG incorporation.
- We do not do ESG incorporation.

Farmland

- We address ESG incorporation.
- We do not do ESG incorporation.

Money market instruments

- We address ESG incorporation.
- We do not do ESG incorporation.

Other (1)

- We address ESG incorporation.
- We do not do ESG incorporation.

Other (2)

- We address ESG incorporation.
- We do not do ESG incorporation.

`Other (1)` [as defined in OO 05]

Private Lending

`Other (2)` [as defined in OO 05]

Balanced Funds and Asset Mix mandates

OO 11.2

Select the externally managed assets classes in which you and/or your investment consultants address ESG incorporation in your external manager selection, appointment and/or monitoring processes.

Asset class	ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes
Listed equity	<p data-bbox="563 342 1474 423">Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p data-bbox="563 439 1289 465"><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p data-bbox="563 481 1326 508"><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p data-bbox="563 524 1305 551"><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p data-bbox="563 566 940 593"><input type="checkbox"/> We do not do ESG incorporation</p>
Fixed income - SSA	<p data-bbox="563 660 1474 741">Fixed income - SSA - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p data-bbox="563 757 1289 784"><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p data-bbox="563 799 1326 826"><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p data-bbox="563 842 1305 869"><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p data-bbox="563 884 940 911"><input type="checkbox"/> We do not do ESG incorporation</p>
Fixed income - corporate (financial)	<p data-bbox="563 978 1474 1059">Fixed income - corporate (financial) - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p data-bbox="563 1075 1289 1102"><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p data-bbox="563 1117 1326 1144"><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p data-bbox="563 1160 1305 1187"><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p data-bbox="563 1202 940 1229"><input type="checkbox"/> We do not do ESG incorporation</p>
Fixed income - corporate (non-financial)	<p data-bbox="563 1296 1474 1377">Fixed income - corporate (non-financial) - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p data-bbox="563 1393 1289 1420"><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p data-bbox="563 1435 1326 1462"><input type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p data-bbox="563 1478 1305 1505"><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p data-bbox="563 1520 940 1547"><input type="checkbox"/> We do not do ESG incorporation</p>
Fixed income - securitised	<p data-bbox="563 1615 1474 1695">Fixed income - securitised - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p data-bbox="563 1711 1289 1738"><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p data-bbox="563 1753 1326 1780"><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p data-bbox="563 1796 1305 1823"><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p data-bbox="563 1839 940 1865"><input type="checkbox"/> We do not do ESG incorporation</p>
Private equity	

	<p>Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p><input type="checkbox"/> We do not do ESG incorporation</p>
Property	<p>Property - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p><input type="checkbox"/> We do not do ESG incorporation</p>
Hedge funds	<p>Hedge funds - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process</p> <p><input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process</p> <p><input type="checkbox"/> We do not do ESG incorporation</p>

OO 11.4 Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.

In the initial due diligence process, we will ask questions about ESG integration and whether or not ESG factors are considered in risk assessments. We also want to know whether the firm is a UN PRI signatory or not. In addition, we have an ongoing due diligence process where we determine whether or not the firm's ESG policies have changed. Finally, we congregate all the ESG information into a report which gives detailed information on ESG integration, Active Ownership Policies, Third Party ESG Research Platforms, and any other ESG dedicated products the firm might run.

OO 12	Mandatory	Public	Gateway	General
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OO 12.1 Below are all applicable modules or sections you may report on. Those which are mandatory to report (asset classes representing 10% or more of your AUM) are already ticked and read-only. Those which are voluntary to report on can be opted into by ticking the box.

Core modules

- Organisational Overview
- Strategy and Governance

RI implementation directly or via service providers

Direct - Listed Equity incorporation

- Listed Equity incorporation

Direct - Listed Equity active ownership

- Engagements
- (Proxy) voting

Direct - Fixed Income

- Fixed income - SSA
- Fixed income - Corporate (financial)
- Fixed income - Corporate (non-financial)
- Fixed income - Securitised

Direct - Other asset classes with dedicated modules

- Private Equity
- Property
- Infrastructure
- Hedge Funds and/or Fund of Hedge Funds

RI implementation via external managers

Indirect - Selection, Appointment and Monitoring of External Managers

- Listed Equities
- Fixed income - SSA
- Fixed income - Corporate (financial)
- Fixed income - Corporate (non-financial)
- Fixed income - Securitised
- Private Equity
- Property

Closing module

- Closing module

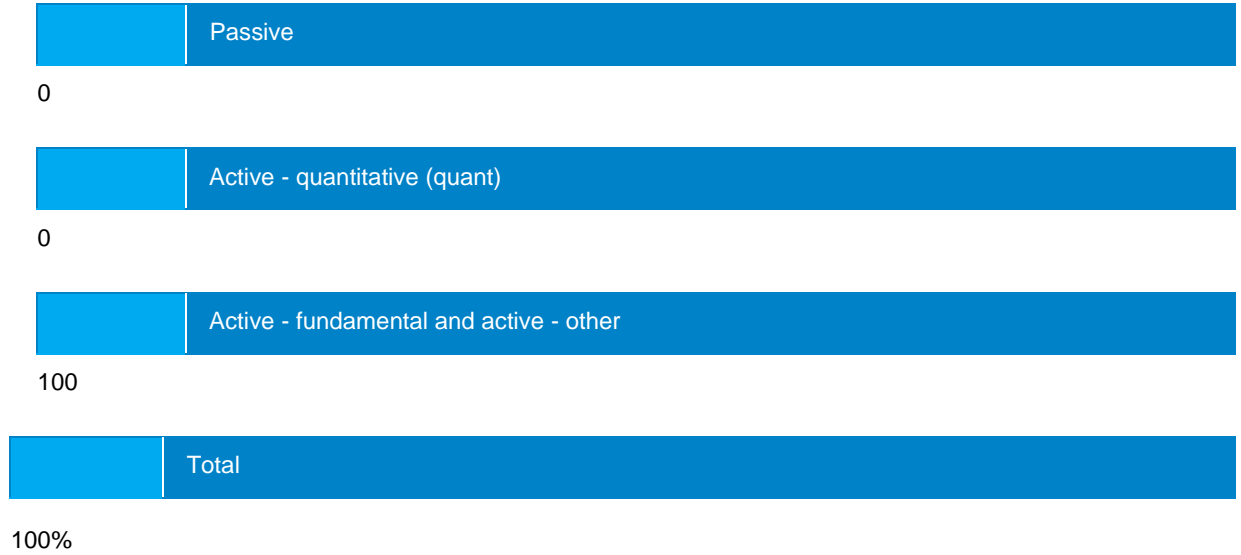
Peering questions

OO LE 01	Mandatory to Report Voluntary to Disclose	Public	Gateway	General
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**OO LE
01.1**

Provide a breakdown of your internally managed listed equities by passive, active - quantitative (quant), active - fundamental and active - other strategies.

Percentage of internally managed listed equities



**OO LE
01.2**

Additional information. [Optional]

Passive: a small portion consists of Equity Index mandates

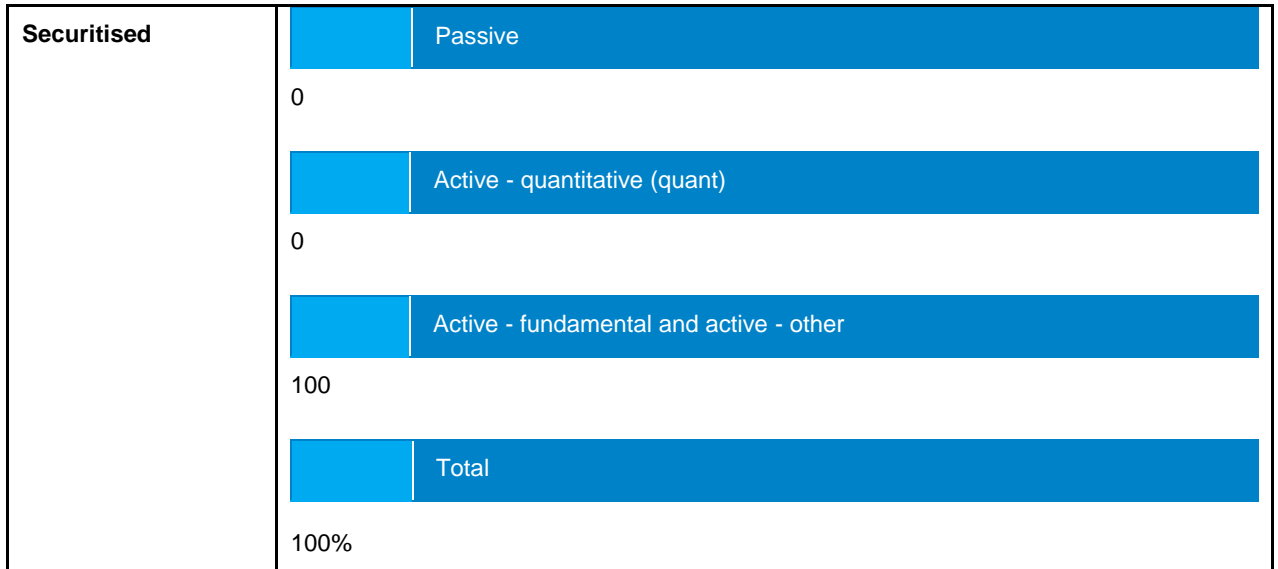
Active Quantitative strategies were launched in 2018 but represent less than 100M\$ CAD in assets.

OO FI 01	Mandatory to Report Voluntary to Disclose	Public	Gateway	General
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OO FI 01.1

Provide a breakdown of your internally managed fixed income securities by active and passive strategies

SSA	<p>Passive 0</p> <p>Active - quantitative (quant) 0</p> <p>Active - fundamental and active - other 100</p> <p>Total 100%</p>
Corporate (financial)	<p>Passive 0</p> <p>Active - quantitative (quant) 0</p> <p>Active - fundamental and active - other 100</p> <p>Total 100%</p>
Corporate (non-financial)	<p>Passive 0</p> <p>Active - quantitative (quant) 0</p> <p>Active - fundamental and active - other 100</p> <p>Total 100%</p>



OO FI 03	Mandatory	Public	Descriptive	General
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Update: this indicator has changed from "*Mandatory to report, voluntary to disclose*" to "*Mandatory*". **Your response to this indicator will be published in the Public Transparency Report.** This change is to enable improved analysis and peering.

OO FI 03.1 Indicate the approximate (+/- 5%) breakdown of your SSA investments, by developed markets and emerging markets.



OO FI 03.2 Indicate the approximate (+/- 5%) breakdown of your corporate and securitized investments by investment grade or high-yield securities.

Type	Investment grade (+/- 5%)	High-yield (+/- 5%)	Total internally managed
Corporate (financial)	<input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> 0%	<input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> 0%	100%
Corporate (non-financial)	<input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> 0%	<input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> 0%	100%

If you are invested in private debt and reporting on ratings is not relevant for you, please indicate below

OO FI 03.2 is not applicable as our internally managed fixed income assets are invested only in private debt.

OO PE 01	Mandatory	Public	Descriptive	General
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OO PE 01.1	Provide a breakdown of your organisation's internally managed private equity investments by investment strategy.
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Investment strategy	Percentage of your internally managed private equity holdings (in terms of AUM)
Venture capital	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Growth capital	<input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> 0%
(Leveraged) buy-out	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Distressed/Turnaround/Special Situations	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Secondaries	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Other investment strategy, specify (1)	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Other investment strategy, specify (2)	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Total 100%	

Fiera Capital Corporation

Reported Information

Public version

Strategy and Governance

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Investment policy

SG 01

Mandatory

Public

Core Assessed

General

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 01.1

Indicate if you have an investment policy that covers your responsible investment approach.

Yes

SG 01.2

Indicate the components/types and coverage of your policy.

Select all that apply

Policy components/types	Coverage by AUM
<input checked="" type="checkbox"/> Policy setting out your overall approach <input checked="" type="checkbox"/> Formalised guidelines on environmental factors <input checked="" type="checkbox"/> Formalised guidelines on social factors <input checked="" type="checkbox"/> Formalised guidelines on corporate governance factors <input checked="" type="checkbox"/> Fiduciary (or equivalent) duties <input checked="" type="checkbox"/> Asset class-specific RI guidelines <input type="checkbox"/> Sector specific RI guidelines <input checked="" type="checkbox"/> Screening / exclusions policy <input checked="" type="checkbox"/> Engagement policy <input checked="" type="checkbox"/> (Proxy) voting policy <input checked="" type="checkbox"/> Other, specify (1) Governance Structure <input checked="" type="checkbox"/> Other, specify(2) Collaborative Engagement	<input checked="" type="radio"/> Applicable policies cover all AUM <input type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM

SG 01.3

Indicate if the investment policy covers any of the following

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments
- Your investment objectives that take ESG factors/real economy influence into account
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities
- ESG incorporation approaches
- Active ownership approaches
- Reporting
- Climate change
- Understanding and incorporating client / beneficiary sustainability preferences
- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

SG 01.4

Describe your organisation's investment principles and overall investment strategy, interpretation of fiduciary (or equivalent) duties, and how they consider ESG factors and real economy impact.

At Fiera Capital Corporation (Fiera Capital), we have a duty to act professionally, responsibly and diligently in the best interests of our investors and stakeholders with a view to create long-term, sustainable value. Our mandate is to generate the best returns possible for our clients within the risk constraints of each individual investment policy. We believe responsible investing is core to our ability to satisfy both our duty and mandate without sacrificing returns.

More specifically, we believe that material environmental, social and governance (ESG) factors can influence the investment risk-return profile and quality of companies and investments. Furthermore, we take the view that organizations that understand and successfully manage these material ESG factors and associated risks and opportunities tend to create more resilient, higher quality businesses and assets, and are therefore better positioned to deliver sustainable value over the long term.

SG 01.5

Provide a brief description of the key elements, any variations or exceptions to your investment policy that covers your responsible investment approach. [Optional]

We believe there are multiple approaches to managing stocks, bonds and alternative investments. Fiera Capital's independent team structure allows us to offer a diverse range of investment strategies across asset classes and risk spectrums using a wide variety of investment styles. Each team decides, subject to their own investment policies, how they assess the materiality of ESG factors and how they integrate this assessment into their investment processes. We believe this flexible approach creates a more meaningful discussion that enhances engagement and reinforces a culture of continuous learning throughout the firm.

No

SG 02**Mandatory****Public****Core Assessed****PRI 6**

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 02.1

Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document.

- Policy setting out your overall approach

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Formalised guidelines on environmental factors

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Formalised guidelines on social factors

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Formalised guidelines on corporate governance factors

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Fiduciary (or equivalent) duties

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Asset class-specific RI guidelines

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Screening / exclusions policy

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

Engagement policy

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

(Proxy) voting policy

URL/Attachment

URL

URL

<https://www.fieracapital.com/sites/default/files/Proxy%20Voting%20Policy.pdf>

Attachment (will be made public)

Attachment

[File 1:Responsible Investment Policy.pdf](#)

- Other, specify (1)
- Other, specify (2)
- We do not publicly disclose our investment policy documents

SG 02.2 Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments

URL/Attachment

- URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

- Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

- Your investment objectives that take ESG factors/real economy influence into account

URL/Attachment

- URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

- Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

- Time horizon of your investment

URL/Attachment

- URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

Governance structure of organisational ESG responsibilities

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

ESG incorporation approaches

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

Active ownership approaches

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

Reporting

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

Climate change

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

Understanding and incorporating client / beneficiary sustainability preferences

URL/Attachment

URL

URL

https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy_0.pdf

Attachment

File Attachment

[Fiera Capital Corporation - Responsible Investment Policy.pdf \[914KB\]](#)

We do not publicly disclose any investment policy components

SG 03	Mandatory	Public	Core Assessed	General
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SG 03.1 Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process.

Yes

SG 03.2 Describe your policy on managing potential conflicts of interest in the investment process.

Fiera Capital Corporation has put in place a number of policies to address and manage various types of conflicts of interest. In addition to requirements within the firm's Compliance Manual, there are a number of policies including the Code of Conduct which are in place to manage conflicts of interest, such as requirements relating to Personal Trading, Use of Client Brokerage (Soft Dollars), Referral Arrangements, Fair Allocation, Best Execution, Outside Business Activities, Gifts & Entertainment, etc...

Fiera Capital can provide information relating specifically to trading and fair allocation as part of the investment and portfolio construction process upon request.

No

Objectives and strategies

SG 05	Mandatory	Public	Gateway/Core Assessed	General
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SG 05.1 Indicate if and how frequently your organisation sets and reviews objectives for its responsible investment activities.

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad-hoc basis
- It is not set/reviewed

As it pertains to the objectives for responsible investing, our most recent review identified a number of initiatives that we intend to begin implementing over the short, mid and long term in order to further our implication and adoption of responsible investing standards.

Principles 1 - We will incorporate ESG issues into investment analysis and decision-making

In 2020, we want to get the portfolio managers to consider the impact of certain ESG factors on the fundamental value of companies. In this context we will perform some initiatives that are as follows:

- **Completing the integration of our additional data provider for ESG data/rankings:** In 2019 we built a database that contains raw ESG data that are now more easily consumed by all our investments teams.
- **Training:** In 2019, we focused on training a minimum of one member of each investment team. Naturally, these "champions" educated the remaining team members. In 2020, we expect this type of knowledge sharing to continue.

Principle 2 - We will be active owners and incorporate ESG issues into our ownership policies and practices

- **Proactive monitoring of ESG risks in the portfolio:** In 2020, we will continue to implement portfolio monitoring tools linked to our proprietary ESG database. Portfolio managers will be provided with a complete ESG report for their flagship portfolios on a quarterly basis to draw their attention to ESG related risks in their portfolios.
- **Add engagement examples to quarterly performance reviews:** In 2020, we will ask our investment teams to continue recording engagement activities and tag each engagement with key topics that were covered.

Principle 3 - We will seek appropriate disclosure on ESG issues by entities in which we invest

- We are members of the Canadian Coalition for Good Governance (CCGG). The CCGG is the pre-eminent corporate governance organization in Canada and is uniquely positioned to bring change as the voice of Canadian institutional shareholders. Representing the interest of institutional investors, CCGG promotes good governance practices in Canadian public companies and the improvement of the regulatory environment to best align the interests of board and management with those of their shareholders, and to promote the efficiency and effectiveness of the Canadian capital markets. This relationship is beneficial to us as it allows us to identify priorities related to ESG issues and work alongside other key industry players to promote both active ownership and identify potential improvement on governance and level of disclosure of ESG issues.
- In 2019, we implemented a Global Proxy Voting Policy formalize our disclosure requirements on ESG issues, and portfolio managers vote in favor of proxies addressing those issues. Considerations on those votes should include the impact of any proposal on the company's value and operating capacity, as well as the need to avoid unduly restricting the flexibility of the board of directors or burdening the board with the obligations that are foreign to the company's mission. Considerations is also given to the reasonableness of the costs/benefits of proposals.

Principle 4 - We will promote acceptance and implementation of the Principles within the investment industry

- Two members of the CIO office and designated members of Fiera's distribution team will continue to attend events and promote the principles to peers in the investment industry
- Two members from the CIO office, along with a representative from institutional distribution, are currently part of the Réseau PRI Québec committee, CFA Montreal ESG committee, and the SBAI RI working group

Principle 5 - We will work together to enhance our effectiveness in implementing the Principles

- Fiera Capital is involved with a local group of PRI signatories striving to promote acceptance of the Principles within the investment industry, and encouraging initiatives to further integrate ESG issues into the investment management process.

Principles 6 - We will each report on our activities and progress towards implementing the Principles

- On an annual basis, we provide a summary of our ESG and PRI related progress to all interested clients, some of which are themselves PRI signatories. This takes the form of a letter describing our initiatives and progress during the year as well as expected activities for the year to come. This letter is available to clients/beneficiaries interested in knowing our objectives for responsible investing.

Governance and human resources

SG 07	Mandatory	Public	Core Assessed	General
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SG 07.1

Indicate the internal and/or external roles used by your organisation, and indicate for each whether they have oversight and/or implementation responsibilities for responsible investment.

Roles

- Board members or trustees
- Internal Roles (triggers other options)

Select from the below internal roles

- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Chief Operating Officer (COO), Investment Committee
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Other Chief-level staff or head of department, specify
- Portfolio managers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Investment analysts
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Dedicated responsible investment staff
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Investor relations
- Other role, specify (1)
- Other role, specify (2)
- External managers or service providers

SG 07.2

For the roles for which you have RI oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities.

For portfolio managers or investment analysts, no specific goals are set in terms of how they should be integrating RI or ESG score targets, but they are responsible for being able to articulate how they are integrating and describing what is most important in relation to their investment style and approach.

For a number of mandates, including those with an ESG focus, the improvement in ESG integration is driven by both the expectation of higher ESG standards by clients/beneficiaries and by the CIO Office which has specific ESG integration targets and objectives to reach.

CIO Office has the mandate to establish the main integration objectives, identify the initiatives that the firm intends to implement over the short, mid and long term, provide support to portfolio managers to help them understand the ESG-related issues faced by certain companies, leverage relationship with ESG research providers (ISS, MSCI ESG, and other potential ESG research providers), participate in a local group of PRI signatories striving to promote acceptance of the Principles, promote good governance practices in conjunction with CCGG, maintain and review the Guidelines and Policies on responsible investments when deemed appropriate.

In 2017, Fiera established ESG working groups in both Canada and the US to develop greater collaboration across functional teams regarding to ESG initiatives at the firm. In 2018, Fiera Capital established a more formalized Global Corporate Socially Responsible Committee. The Global CSR Committee includes representatives from the Global CIOs as well as senior level investment professionals from all regions in which Fiera Capital operates as well as senior level membership from Distribution and the Corporate related to HR and Investor Relations. The role of the Committee is to: 1) Establish the strategic priorities of the organization as it relates to CSR and ESG initiatives, 2) Discuss emerging CSR and ESG trends, 3) Track and share progress on implementing the strategic initiatives within the regional divisions, 4) Review and monitor any policy changes to our RI Policy and 5) Oversee the completion of our submission to UNPRI. Each division has the responsibility to implement and execute plans as well as collaborate on strategic initiatives but is given the flexibility to implement the best way related to their divisional needs. The Committee meets quarterly. In 2019, the Global CSR committee was split into two, (1) Global ESG Committee, and (2) Global CSR Committee. The Global ESG Committee focuses solely on investment related initiatives. The Global CSR Committee focuses on corporate initiatives that are important to Fiera as an asset manager (human capital development, diversity & inclusion, etc.)

SG 07.3

Indicate the number of dedicated responsible investment staff your organisation has.

Number

9

SG 07.4

Additional information. [Optional]

The CIO Office has two part-time resources dedicated to responsible investment. The CIO Office works closely with the investment teams to raise awareness for potential ESG related risks. The CIO Office also supports the teams by giving them access to a suit of ESG datasets and web based platforms. The MSCI ESG platform enables the investment teams to identify ESG-related risks on securities in their respective universes, as well as their level of disclosure and the policies on ESG issues relative to an industry peer group. It also provide additional research and industry trends for the portfolio managers to gain insight on the degree of the non-financial risk involved in owning certain securities. It also provides additional information on major controversies that can have material impact on shareholders. The CIO office also formed the Global ESG Committee. Part of the committees objective is to discuss ESG integration and promotion of the PRI principles.

The people listed below have a specialty in responsible investment as part of their job function, have a keen interest in the topic, and/or participate in a responsible investment program (SIPC, FSA, etc.). The following people are seen as key resources for the firms responsible investment initiatives: Vincent Beaulieu, Michael Pultrone, Francois Bourdon, Craig Salway, Nicholas Smart, Lindsay Saldanha, Jonathan E. Lewis, Sharon Chang, Judy Temel.

Promoting responsible investment

SG 09.1	Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.
---------	---

Select all that apply

Principles for Responsible Investment

	Your organisation's role in the initiative during the reporting period (see definitions)
--	--

- Basic
- Moderate
- Advanced

	Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
--	--

Fiera Capital is involved with a local group of PRI signatories (PRI Quebec) encouraging initiatives to further integrate ESG issues into the investment management process. Vincent Beaulieu is a member of the Advisory Committee and Michael Pultrone is a member of the Event Planning Committee.

- Asian Corporate Governance Association
- Australian Council of Superannuation Investors
- AVCA: Sustainability Committee
- France Invest – La Commission ESG
- BVCA – Responsible Investment Advisory Board
- CDP Climate Change
- CDP Forests
- CDP Water
- CFA Institute Centre for Financial Market Integrity
- Climate Action 100+
- Code for Responsible Investment in SA (CRISA)
- Council of Institutional Investors (CII)
- Eumedion
- Extractive Industries Transparency Initiative (EITI)
- ESG Research Australia
- Invest Europe Responsible Investment Roundtable
- Global Investors Governance Network (GIGN)
- Global Impact Investing Network (GIIN)
- Global Real Estate Sustainability Benchmark (GRESB)

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Our Infrastructure and Real Estate teams have certified their funds with GRESB

- Green Bond Principles
- HKVCA: ESG Committee
- Institutional Investors Group on Climate Change (IIGCC)
- Interfaith Center on Corporate Responsibility (ICCR)
- International Corporate Governance Network (ICGN)
- Investor Group on Climate Change, Australia/New Zealand (IGCC)
- International Integrated Reporting Council (IIRC)
- Investor Network on Climate Risk (INCR)/CERES
- Local Authority Pension Fund Forum
- Principles for Financial Action in the 21st Century
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify Responsible Investment Association - Canada

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

The Responsible Investment Association (RIA) is Canada's membership association for Responsible Investment (RI). Members include mutual fund companies, financial institutions, asset management firms, advisors, consultants, investment research firms, asset owners, individual investors and others interested in RI. Members believe that the integration of environmental, social and governance (ESG) factors into the selection and management of investments can provide superior risk adjusted returns and positive societal impact.

The Responsible Investment Association's purpose is to:

Support the responsible investment activities of its members.

Promote and support an integrated reporting framework in which there is standardized disclosure of material ESG information.

Promote the integration of ESG factors into investment analysis and decision-making processes.

Promote the practice of responsible investing in Canada.

Fiera Capital has joined RIA Canada early 2016.

- Responsible Finance Principles in Inclusive Finance
- Shareholder Association for Research and Education (Share)
- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact
- Other collaborative organisation/initiative, specify
Canadian Coalition for Good Governance (CCGG)

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Fiera Capital is a member of the Canadian Coalition for Good Governance. The CCGG is the pre-eminent corporate governance organization in Canada and is uniquely positioned to effect change as the voice of Canadian institutional shareholders.

We are an active member and help in identifying priorities related to ESG issues as well as to act in concert with other significant industry players to promote both the active ownership, the appropriate disclosure and regulatory environment on ESG issues on behalf of our clients.

Lastly, we collaborate on engagement with specific companies with them.

- Other collaborative organisation/initiative, specify
CFA Montreal ESG Committee

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Vincent Beaulieu and Michael Pultrone are both CFA Montreal ESG committee members

- Other collaborative organisation/initiative, specify
SBAI ESG Working Group

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Jonathan Lewis, Vincent Beaulieu, and Michael Pultrone are all members of the SBAI ESG Working group

Other collaborative organisation/initiative, specify

Finance Montreal

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

SG 10

Mandatory

Public

Core Assessed

PRI 4

SG 10.1

Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.

Yes

SG 10.2

Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of your participation/contribution.

Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for clients, investment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)

Description

An ESG committee has been formed reuniting members from all divisions and functions. Adhoc training sessions were done with portfolio management teams to promote ESG/RI investing and the use of tools to monitors ESG risks.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Provided financial support for academic or industry research on responsible investment

Provided input and/or collaborated with academia on RI related work

Description

Adhoc meetings conducted with sustainable finance professor of local &renown university. Thought sharing helps shape certain parts of the professors curriculum.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Encouraged better transparency and disclosure of responsible investment practices across the investment industry

Description

Finance Montreal - Declaration of Institutional Investors on Climate-Related Financial Risks

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Spoke publicly at events and conferences to promote responsible investment

Description

Michael Pultrone from the CIO Office spoke publicly. The subject --> impact investing

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Wrote and published in-house research papers on responsible investment

Encouraged the adoption of the PRI

Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.)

Wrote and published articles on responsible investment in the media

Description

We published a whitepaper on Impact Investing
Jonathan Lewis authored a whitepaper on proxy voting
Francois Bourdon was asked questions about the firms view on responsible investing. The interview was recorded and is available online

Frequency of contribution

- Quarterly or more frequently
 - Biannually
 - Annually
 - Less frequently than annually
 - Ad hoc
 - Other
- A member of PRI advisory committees/ working groups, specify

Description

Judy Temel was appointed to PRI Advisory Committee on Credit Ratings

Frequency of contribution

- Quarterly or more frequently
 - Biannually
 - Annually
 - Less frequently than annually
 - Ad hoc
 - Other
- On the Board of, or officially advising, other RI organisations (e.g. local SIFs)

Description

Vincent Beaulieu is on the UN PRI Quebec Advisory Committee
Vincent Beaulieu and Michael Pultrone are both members of the CFA Montreal ESG Committee
Vincent Beaulieu, Jonathan Lewis, and Michael Pultrone are both members of the SBAI ESG Working Group

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other
- Other, specify
- No

Outsourcing to fiduciary managers and investment consultants

SG 12	Mandatory	Public	Core Assessed	PRI 4
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New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 12.1 Indicate whether your organisation uses investment consultants.

- Yes, we use investment consultants
- No, we do not use investment consultants.

ESG issues in asset allocation

SG 13	Mandatory	Public	Descriptive	PRI 1
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SG 13.1 Indicate whether the organisation carries out scenario analysis and/or modelling, and if it does, provide a description of the scenario analysis (by asset class, sector, strategic asset allocation, etc.).

- Yes, in order to assess future ESG factors
- Yes, in order to assess future climate-related risks and opportunities
- No, our organisation does not currently carry out scenario analysis and/or modelling

Asset class implementation not reported in other modules

SG 16	Mandatory	Public	Descriptive	General
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SG 16.1 Describe how you address ESG issues for internally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold.

Asset Class	Describe what processes are in place and the outputs or outcomes achieved
Fixed income - Securitised	N/A
Private equity	The Manager believes that effectively identifying, performing due diligence on and managing ESG matters is integral to the long-term performance of the Fund. The Manager believes that ESG considerations must be evaluated not only prior to undertaking an investment, but on an ongoing basis. The Manager has developed a comprehensive ESG policy which outlines the principles and guidelines for responsible investments. Fiera Capital and the Manager are signatories to the United Nations Principles of Responsible Investment (the "UNPRI"). A copy of the ESG policy is available in the Dataroom.
Hedge funds - DDQ	<div style="background-color: #0070C0; color: white; padding: 5px; text-align: center;">Select whether you have responded to the PRI Hedge Fund DDQ</div> <input type="radio"/> Yes <input checked="" type="radio"/> No
Hedge funds	Market Neutral, Focused Market Neutral, and Long/Short Mandates use a very similar fundamental research process compared to traditional equity mandates. They do integrate ESG issues into the assessment of an investment opportunity, when it can have an impact in the short term, in line with the investment horizon of the products.
Farmland	Identifying, conducting due diligence and managing material ESG factors is integral to the sustainable, long-term performance of agriculture. Fiera Comox Partners ("Fiera Comox") engages with advisors to promote sustainable business practices such as cross-fertilization of best-in-class health and safety and environmental practices. ESG issues specific to agriculture investments include, but are not limited to, climate change, environmental protection, water sustainability, land rights, first nations, health and safety, animal welfare, land conversion, citizenship, anti-corruption and anti-bribery. Fiera Comox's ESG Policy is available upon request.
Other (1) [as defined in Organisational Overview module]	Private Lending: ESG issues present risks and value creation opportunities that can be material and have a significant impact on the financial performance of private loans. Fiera Private Lending Inc. ("Fiera Private Lending") has the ability to identify, assess and manage ESG factors that is also critical in securing and preserving our social licence to operate and its capacity to deploy capital, and is integrated into the sourcing, due diligence and investment decision phase of the financing process. ESG issues specific to private lending include but are not limited to land rights, first nations, health and safety, citizenship, anti-corruption and bribery. Fiera Private Lending's ESG Policy is available upon request.
Other (2) [as defined in Organisational Overview module]	<p>Balanced mandates do integrate ESG issues indirectly: portfolio managers do consider ESG issues for their respective asset class.</p> <p>Fiera also offers balanced mandates that explicitly invest in funds on which we have added an "ethical filter". Those funds not only take ESG issues into account but also restrain the portfolio managers from investing in companies with more than 10% of revenues derived from non-ethical sources, such as adult entertainment, alcohol, firearms, gambling, military contracting, nuclear power and tobacco, cannabis.</p>

SG 17	Mandatory	Public	Descriptive	General
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SG 17.1

Describe how you address ESG issues for externally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold.

Asset Class	Describe what processes are in place and the outputs or outcomes achieved
Fixed income - Corporate (non-financial)	In the initial due diligence process, we will ask questions about ESG integration and whether or not ESG factors are considered in risk assessments. We also want to know whether the fund is a UN PRI signatory or not. In addition, we have an ongoing due diligence process where we determine whether or not the firm's ESG policies have changed. Finally, we congregate all the ESG information into a report which gives detailed information on ESG integration, Active Ownership Policies, Third Party ESG Research Platforms, and any other ESG dedicated products the firm might run.
Private equity	The Manager believes that effectively identifying, performing due diligence on and managing ESG matters is integral to the long-term performance of the Fund. The Manager believes that ESG considerations must be evaluated not only prior to undertaking an investment, but on an ongoing basis. The Manager has developed a comprehensive ESG policy which outlines the principles and guidelines for responsible investments. Fiera Capital and the Manager are signatories to the United Nations Principles of Responsible Investment (the "UNPRI"). A copy of the ESG policy is available in the Dataroom.
Property	In the initial due diligence process, we will ask questions about ESG integration and whether or not ESG factors are considered in risk assessments. We also want to know whether the fund is a UN PRI signatory or not. In addition, we have an ongoing due diligence process where we determine whether or not the firm's ESG policies have changed. Finally, we aggregate all the ESG information into a report which gives detailed information on ESG integration, Active Ownership Policies, Third Party ESG Research Platforms, and any other ESG dedicated products the firm might run.
Hedge funds - DDQ	<div style="background-color: #0070C0; color: white; padding: 5px; margin-bottom: 5px;">Select whether you use the PRI Hedge Fund DDQ</div> <input type="radio"/> Yes <input checked="" type="radio"/> No
Hedge funds	ESG integration approach is dependent on asset classes used and time horizon of the hedge fund strategy.

Communication

SG 19	Mandatory	Public	Core Assessed	PRI 2, 6
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SG 19.1

Indicate whether your organisation typically discloses asset class specific information proactively. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information.

Selection, Appointment and Monitoring

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

Listed equity - Incorporation

Do you disclose?

- We do not proactively disclose it to the public and/or clients/beneficiaries
- We disclose to clients/beneficiaries only.
- We disclose it publicly

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL	Disclosure to clients/beneficiaries
<p data-bbox="256 331 1165 394">Disclosure to public and URL</p> <p data-bbox="256 405 890 479"> <input checked="" type="radio"/> Broad approach to ESG incorporation <input type="radio"/> Detailed explanation of ESG incorporation strategy used </p>	<p data-bbox="1190 331 1447 443">Disclosure to clients/beneficiaries</p> <p data-bbox="1190 454 1442 607"> <input type="radio"/> Broad approach to ESG incorporation <input checked="" type="radio"/> Detailed explanation of ESG incorporation strategy used </p>
<p data-bbox="256 649 1165 712">Frequency</p> <p data-bbox="256 723 603 931"> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc/when requested </p>	<p data-bbox="1190 649 1447 712">Frequency</p> <p data-bbox="1190 723 1442 1010"> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input checked="" type="checkbox"/> Ad-hoc/when requested </p>
<p data-bbox="256 1052 1165 1115">URL</p> <p data-bbox="256 1126 1165 1189"> https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy.pdf </p>	

Listed equity - Engagement

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL	Disclosure to clients/beneficiaries
<div data-bbox="256 331 1165 394" style="background-color: #0070C0; color: white; padding: 5px;">Disclosure to public and URL</div> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Details on the overall engagement strategy <input type="checkbox"/> Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals <input type="checkbox"/> Number of engagements undertaken <input type="checkbox"/> Breakdown of engagements by type/topic <input type="checkbox"/> Breakdown of engagements by region <input type="checkbox"/> An assessment of the current status of the progress achieved and outcomes against defined objectives <input type="checkbox"/> Examples of engagement cases <input type="checkbox"/> Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.) <input type="checkbox"/> Details on whether the provided information has been externally assured <input type="checkbox"/> Outcomes that have been achieved from the engagement <input type="checkbox"/> Other information 	<div data-bbox="1190 331 1449 443" style="background-color: #0070C0; color: white; padding: 5px;">Disclosure to clients/beneficiaries</div> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Details on the overall engagement strategy <input checked="" type="checkbox"/> Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals <input checked="" type="checkbox"/> Number of engagements undertaken <input checked="" type="checkbox"/> Breakdown of engagements by type/topic <input type="checkbox"/> Breakdown of engagements by region <input checked="" type="checkbox"/> An assessment of the current status of the progress achieved and outcomes against defined objectives <input checked="" type="checkbox"/> Examples of engagement cases <input type="checkbox"/> Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.) <input type="checkbox"/> Details on whether the provided information has been externally assured <input checked="" type="checkbox"/> Outcomes that have been achieved from the engagement <input type="checkbox"/> Other information
<div data-bbox="256 1787 1165 1850" style="background-color: #0070C0; color: white; padding: 5px;">Frequency</div> <ul style="list-style-type: none"> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually 	<div data-bbox="1190 1787 1449 1850" style="background-color: #0070C0; color: white; padding: 5px;">Frequency</div> <ul style="list-style-type: none"> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input type="checkbox"/> Annually

<input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc/when requested	<input type="checkbox"/> Less frequently than annually <input checked="" type="checkbox"/> Ad-hoc/when requested		
<table border="1"> <tr> <td style="background-color: #0070C0; color: white;">URL</td> <td> https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy.pdf </td> </tr> </table>		URL	https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy.pdf
URL	https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy.pdf		

Listed equity – (Proxy) Voting

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

	<p>Disclosure to clients/beneficiaries</p> <table border="1"> <tr> <td style="background-color: #0070C0; color: white;">Disclosure to clients/beneficiaries</td> <td> <input checked="" type="radio"/> Disclose all voting decisions <input type="radio"/> Disclose some voting decisions <input type="radio"/> Only disclose abstentions and votes against management </td> </tr> </table>	Disclosure to clients/beneficiaries	<input checked="" type="radio"/> Disclose all voting decisions <input type="radio"/> Disclose some voting decisions <input type="radio"/> Only disclose abstentions and votes against management
Disclosure to clients/beneficiaries	<input checked="" type="radio"/> Disclose all voting decisions <input type="radio"/> Disclose some voting decisions <input type="radio"/> Only disclose abstentions and votes against management		
	<table border="1"> <tr> <td style="background-color: #0070C0; color: white;">Frequency</td> <td> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input checked="" type="checkbox"/> Ad hoc/when requested </td> </tr> </table>	Frequency	<input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input checked="" type="checkbox"/> Ad hoc/when requested
Frequency	<input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input checked="" type="checkbox"/> Ad hoc/when requested		

Fixed income

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL	Disclosure to clients/beneficiaries
<p>Disclosure to public and URL</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Broad approach to RI incorporation <input type="radio"/> Detailed explanation of RI incorporation strategy used 	<p>Disclosure to clients/beneficiaries</p> <ul style="list-style-type: none"> <input type="radio"/> Broad approach to RI incorporation <input checked="" type="radio"/> Detailed explanation of RI incorporation strategy used
<p>Frequency</p> <ul style="list-style-type: none"> <input type="checkbox"/> Quarterly <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad hoc/when requested 	<p>Frequency</p> <ul style="list-style-type: none"> <input type="checkbox"/> Quarterly <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input checked="" type="checkbox"/> Ad hoc/when requested
<p>URL</p> <p>https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy.pdf</p>	

Property

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL	
Disclosure to public and URL	<input checked="" type="checkbox"/> ESG information on how you select property investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage property investments <input checked="" type="checkbox"/> Information on your property investments' ESG performance <input type="checkbox"/> Other
Frequency	<input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc/when requested
URL	https://www.fieraproperties.com/about-fiera-properties/corporate-responsibility/
URL	https://www.fieraproperties.com/wp-content/uploads/2018/11/esg-fieraproperties.pdf

Infrastructure

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL	Disclosure to clients/beneficiaries
<p data-bbox="256 304 956 367">Disclosure to public and URL</p> <p data-bbox="256 376 956 546"> <input checked="" type="checkbox"/> ESG information on how you select infrastructure investments <input type="checkbox"/> ESG information on how you monitor and manage infrastructure investments <input type="checkbox"/> Information on your infrastructure investments' ESG performance </p>	<p data-bbox="981 304 1447 367">Disclosure to clients/beneficiaries</p> <p data-bbox="981 376 1447 573"> <input checked="" type="checkbox"/> ESG information on how you select infrastructure investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage infrastructure investments <input checked="" type="checkbox"/> Information on your infrastructure investments' ESG performance </p>
<p data-bbox="256 620 956 683">Frequency</p> <p data-bbox="256 692 956 896"> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc/when requested </p>	<p data-bbox="981 620 1447 683">Frequency</p> <p data-bbox="981 692 1447 896"> <input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc/when requested </p>
<p data-bbox="256 940 956 1003">URL</p> <p data-bbox="256 1012 956 1075"> https://www.fieracapital.com/sites/default/files/ESG-EN-Infrastructure.pdf </p>	

Hedge Funds

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

Disclosure to clients/beneficiaries	
	<p>Disclosure to clients/beneficiaries</p> <p><input checked="" type="radio"/> Broad approach to RI incorporation for all strategies</p> <p><input type="radio"/> Detailed explanation of RI incorporation for each strategy used</p>
	<p>Frequency</p> <p><input type="checkbox"/> Quarterly</p> <p><input type="checkbox"/> Biannually</p> <p><input type="checkbox"/> Annually</p> <p><input type="checkbox"/> Less frequently than annually</p> <p><input checked="" type="checkbox"/> Ad hoc/when requested</p>

Fiera Capital Corporation

Reported Information

Public version

Indirect – Manager Selection, Appointment and Monitoring

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Listed Equity and Fixed Income Strategies

SAM 01	Mandatory	Public	Gateway	PRI 1
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SAM 01.1 Indicate which of the following ESG incorporation strategies you require your external manager(s) to implement on your behalf for all your listed equity and/or fixed income assets:

Active investment strategies

Active investment strategies	Listed Equity	FI - SSA	FI - Corporate (financial)	FI - Securitised
Screening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thematic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integration	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Passive investment strategies

Passive investment strategies	Listed Equity	FI -Corporate (financial)		
Screening	<input type="checkbox"/>	<input type="checkbox"/>		
Thematic	<input type="checkbox"/>	<input type="checkbox"/>		
Integration	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
None of the above	<input type="checkbox"/>	<input type="checkbox"/>		

Selection

SAM 02	Mandatory	Public	Core Assessed	PRI 1
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SAM 02.1 Indicate what RI-related information your organisation typically covers in the majority of selection documentation for your external managers

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
Your organisation's investment strategy and how ESG objectives relate to it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
ESG incorporation requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
ESG reporting requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
No RI information covered in the selection documentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

SAM 02.2

Explain how your organisation evaluates the investment manager's ability to align between your investment strategy and their investment approach

Strategy

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
Assess the time horizon of the investment manager's offering vs. your/beneficiaries' requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Assess the quality of investment policy and its reference to ESG	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Assess the investment approach and how ESG objectives are implemented in the investment process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review the manager's firm-level vs. product-level approach to RI	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Assess the ESG definitions to be used	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

ESG people/oversight

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
Assess ESG expertise of investment teams	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review the oversight and responsibilities of ESG implementation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review how is ESG implementation enforced /ensured	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review the manager's RI-promotion efforts and engagement with the industry	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Process/portfolio construction/investment valuation

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
Review the process for ensuring the quality of the ESG data used	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Review and agree the use of ESG data in the investment decision making process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review and agree the impact of ESG analysis on investment decisions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review and agree manager's ESG risk framework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Review and agree ESG risk limits at the portfolio level (portfolio construction) and other ESG objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Review how ESG materiality is evaluated by the manager	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Review process for defining and communicating on ESG incidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Review and agree ESG reporting frequency and detail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Other, specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

SAM 02.3

Indicate the selection process and its ESG/RI components

- Review ESG/RI responses to RfP, RfI, DDQ etc.
- Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ)
- Review publicly available information on ESG/RI
- Review assurance process on ESG/RI data and processes
- Review PRI Transparency Reports
- Request and discuss PRI Assessment Reports
- Meetings with the potential shortlisted managers covering ESG/RI themes
- Site visits to potential managers offices
- Other, specify

SAM 02.4

When selecting external managers does your organisation set any of the following:

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
ESG performance development targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
ESG score	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
ESG weight	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Real world economy targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Other RI considerations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

SAM 03

Mandatory

Public

Additional Assessed

PRI 2

SAM 03.1

Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager selection process.

Engagement

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised
Review the manager's engagement policy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Review the manager's engagement process (with examples and outcomes)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ensure whether engagement outcomes feed back into the investment decision-making process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other engagement issues in your selection process specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Proxy) voting

	LE
Review the manager's voting policy	<input checked="" type="checkbox"/>
Review the manager's ability to align voting activities with clients' specific voting policies	<input checked="" type="checkbox"/>
Review the manager's process for informing clients about voting decisions	<input checked="" type="checkbox"/>
Ensure whether voting outcomes feed back into the investment decision-making process	<input checked="" type="checkbox"/>
Review the number of votes cast as a percentage of ballots/AGMs or holdings and available rationale	<input checked="" type="checkbox"/>
Other active ownership voting issues in your selection process; specify	<input type="checkbox"/>

SAM 03.2

Describe how you assess if the manager's engagement approach is effective.

- Impact on investment decisions
- Financial impact on target company or asset class
- Impact on ESG profile of company or the portfolio
- Evidence of changes in corporate practices(i.e. ESG policies and implementation activities)
- Other, specify
- None of the above

SAM 03.3

Describe how you assess if the manager's voting approach is effective/appropriate

- Impact on investment decisions
- Impact on ESG profile of company or the portfolio
- Evidence of changes in corporate practices(i.e. ESG policies and implementation activities)
- Other, specify
- None of the above

Appointment

SAM 04	Mandatory	Public	Core Assessed	PRI 1
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SAM 04.1

Indicate if in the majority of cases and where the structure of the product allows, your organisation does any of the following as part of the manager appointment and/or commitment process

- Sets standard benchmarks or ESG benchmarks
- Defines ESG objectives and/ or ESG related exclusions/restrictions
- Sets incentives and controls linked to the ESG objectives
- Requires reporting on ESG objectives
- Requires the investment manager to adhere to ESG guidelines, regulations, principles or standards
- Other, specify (1)
- Other, specify (2)
- None of the above

SAM 04.2

Provide an example per asset class of your benchmarks, objectives, incentives/controls and reporting requirements that would typically be included in your managers' appointment.

Asset class

- Listed equity (LE)

Benchmark

- Standard benchmark
- ESG benchmark, specify

ESG Objectives

- ESG related strategy, specify
- ESG related investment restrictions, specify
- ESG integration, specify
- Engagement, specify
- Voting, specify
- Promoting responsible investment
- ESG specific improvements
- Other, specify
ESG Guidelines/regulations, principles/standard

Incentives and controls

- Fee based incentive
- Communication and remedy of breaches
- Termination
- No fee/ breach of contract

Reporting requirements

- Monthly
 - Quarterly
 - Bi-annually
 - Annually
 - Ad-hoc/when requested
- Fixed income - SSA (SSA)

Benchmark

- Standard benchmark, specify
standard market benchmark
- ESG benchmark, specify

ESG Objectives

- ESG related strategy, specify
- ESG related investment restrictions, specify
- ESG integration, specify
- Engagement, specify
- Voting, specify
- Promoting responsible investment
- ESG specific improvements
- Other, specify
ESG Guidelines/regulations, principales/standard

Incentives and controls

- Fee based incentive
- Communication and remedy of breaches
- Termination
- No fee/ breach of contract

Reporting requirements

- Ad-hoc/when requested
 - Annually
 - Bi-annually
 - Quarterly
 - Monthly
- Fixed income - Corporate (financial)

Benchmark

- Standard benchmark, specify
standard market benchmark
- ESG benchmark, specify

ESG Objectives

- Other, specify
- ESG related strategy, specify
- ESG related investment restrictions, specify
- ESG integration, specify
- Engagement, specify
- Voting, specify
- Promoting responsible investment
- ESG specific improvements
- Other, specify
ESG Guidelines/regulations, principales/standard

Incentives and controls

- Fee based incentive
- Communication and remedy of breaches
- Termination
- No fee/ breach of contract

Reporting requirements

- Ad-hoc/when requested
 - Annually
 - Bi-annually
 - Quarterly
 - Monthly
- Fixed income - Securitised

Benchmark

- Standard benchmark, specify
standard market benchmark
- ESG benchmark, specify

ESG Objectives

- ESG related strategy, specify
- ESG related investment restrictions, specify
- ESG integration, specify
- Engagement, specify
- Voting, specify
- Promoting responsible investment
- ESG specific improvements
- Other, specify
ESG Guidelines/regulations, principales/standard

Incentives and controls

- Fee based incentive
- Communication and remedy of breaches
- Termination
- No fee/ breach of contract

Reporting requirements

- Ad-hoc/when requested
- Annually
- Bi-annually
- Quarterly
- Monthly

SAM 04.3

Indicate which of these actions your organisation might take if any of the requirements are not met

- Discuss requirements not met and set project plan to rectify
- Place investment manager on a “watch list”
- Track and investigate reason for non-compliance
- Re-negotiate fees
- Failing all actions, terminate contract with the manager
- Other, specify
- No actions are taken if any of the ESG requirements are not met

Monitoring

SAM 05

Mandatory

Public

Core Assessed

PRI 1

SAM 05.1

When monitoring managers, indicate which of the following types of responsible investment information your organisation typically reviews and evaluates

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
ESG objectives linked to investment strategy (with examples)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Evidence on how the ESG incorporation strategy(ies) affected the investment decisions and financial / ESG performance of the portfolio/fund	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Compliance with investment restrictions and any controversial investment decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
ESG portfolio characteristics	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
How ESG materiality has been evaluated by the manager in the monitored period	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Information on any ESG incidents	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Metrics on the real economy influence of the investments	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
PRI Transparency Reports	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
PRI Assessment Reports	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
RI-promotion and engagement with the industry to enhance RI implementation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Changes to the oversight and responsibilities of ESG implementation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Other general RI considerations in investment management agreements; specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

SAM 05.2

When monitoring external managers, does your organisation set any of the following to measure compliance/progress

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised			
ESG score	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
ESG weight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
ESG performance minimum threshold	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Real world economy targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Other RI considerations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
None of the above	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			

SAM 06	Mandatory	Public	Additional Assessed	PRI 1
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SAM 06.1 When monitoring managers, indicate which of the following active ownership information your organisation typically reviews and evaluates from the investment manager in meetings/calls

Engagement

	LE	FI - SSA	FI - Corporate (financial)	FI - Securitised
Report on engagements undertaken (summary with metrics, themes, issues, sectors or similar)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Report on engagement ESG impacts (outcomes, progress made against objectives and examples)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Information on any escalation strategy taken after initial unsuccessful dialogue	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Alignment with any eventual engagement programme done internally	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Information on the engagement activities' impact on investment decisions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other RI considerations relating to engagement in investment management agreements; specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Proxy) voting

	LE
Report on voting undertaken (with outcomes and examples)	<input checked="" type="checkbox"/>
Report on voting decisions taken	<input checked="" type="checkbox"/>
Adherence with the agreed upon voting policy	<input checked="" type="checkbox"/>
Other RI considerations relating to (proxy) voting in investment management agreements; specify	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

SAM 07	Mandatory	Public	Core Assessed	PRI 2
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SAM 07.1 For the listed equities for which you have given your external managers a (proxy) voting mandate, indicate the approximate percentage (+/- 5%) of votes that were cast during the reporting year.

- Votes cast (to the nearest 5%)
- We do not collect this information.

Outputs and outcomes

SAM 09	Mandatory	Public	Additional Assessed	PRI 1,6
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SAM 09.1 Provide examples of how ESG issues have been addressed in the manager selection, appointment and/or monitoring process for your organisation during the reporting year.

- Add Example 1

Topic or issue	Initial Due Diligence – Risk Management
Conducted by	<input checked="" type="checkbox"/> Internal staff
Asset class	<input checked="" type="checkbox"/> All asset classes <input type="checkbox"/> Listed Equity <input type="checkbox"/> Fixed income – SSA <input type="checkbox"/> Fixed income – corporate (financial) <input type="checkbox"/> Fixed income – securitised
Scope and process	Look at multiple factors such as integration level or ESG research platforms
Outcomes	Consideration into manager selection

Add Example 2

Topic or issue	Ongoing Due Diligence
Conducted by	<input checked="" type="checkbox"/> Internal staff
Asset class	<input checked="" type="checkbox"/> All asset classes <input type="checkbox"/> Listed Equity <input type="checkbox"/> Fixed income – SSA <input type="checkbox"/> Fixed income – corporate (financial) <input type="checkbox"/> Fixed income – securitised
Scope and process	Consider if any ESG policies have changed
Outcomes	Consideration into monitoring process

- Add Example 3
- Add Example 4
- Add Example 5
- Add Example 6
- Add Example 7
- We are not able to provide examples

Fiera Capital Corporation

Reported Information

Public version

Direct - Listed Equity Incorporation

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

ESG incorporation in actively managed listed equities

Implementation processes

LEI 01	Mandatory	Public	Gateway	PRI 1
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LEI 01.1

Indicate which ESG incorporation strategy and/or combination of strategies you apply to your actively managed listed equities; and the breakdown of your actively managed listed equities by strategy or combination of strategies.

ESG incorporation strategy (select all that apply)

- Screening alone (i.e., not combined with any other strategies)
- Thematic alone (i.e., not combined with any other strategies)
- Integration alone (i.e., not combined with any other strategies)

Percentage of active listed equity to which the strategy is applied — you may estimate +/- 5%	 94
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- Screening and integration strategies

Percentage of active listed equity to which the strategy is applied — you may estimate +/- 5%	 5
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- Thematic and integration strategies
- Screening and thematic strategies
- All three strategies combined

Percentage of active listed equity to which the strategy is applied — you may estimate +/- 5%	 1
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- We do not apply incorporation strategies

Total actively managed listed equities

100%

LEI 01.2

Describe your organisation's approach to ESG incorporation and the reasons for choosing the particular strategy/strategies.

We believe there are multiple approaches to managing stocks, bonds and alternative investments. Fiera Capital's independent team structure allows us to offer a diverse range of investment strategies across asset classes and risk spectrums using a wide variety of investment styles. Each team decides, subject to their own investment policies, how they assess the materiality of ESG factors and how they integrate this assessment into their investment processes. We believe this flexible approach creates a more meaningful discussion that enhances engagement and reinforces a culture of continuous learning throughout the firm.

Fiera Capital is a research-driven investment firm. Independent research is a core tenet of our investment approaches, and this also applies to integrating material ESG factors into our investment processes. In-house expertise and analysis are complemented by third-party research and recommendations from various external ESG service providers.

Examples of ESG integration approaches:

Canadian Equity Team - Fiera Canada:

ESG factors are integrated as part of the quality and risk assessment of individual securities. The focus is on material ESG factors which can positively or negatively impact the long-term intrinsic value of a company. Downside protection is a key focus. The team's proprietary research report template explicitly targets environmental, social and governance factors that could result in material risks to the company and the stock price. Use of the research provided by MSCI ESG to complement the internal process of ESG factors' analysis.

Canadian Equity Opportunities Team - Fiera Canada:

As a long term investor, the Canadian Equity Opportunities team is active in raising the awareness of the companies inside the portfolio to ESG issues. Being able to assess the ESG risk is an important component of their risk management process. The team utilises additional research provided by MSCI ESG to complement the internal process of ESG factors' analysis.

Global Equity Team - Fiera Canada & Fiera USA

The concept of Corporate Red Flags covering most governance issues represents a negative filter that is applied to candidates for inclusion in the portfolio. The conclusions of this analysis are integrated in the team's proprietary Test of T.I.M.E., which allows the attribution of a score to each company. The internal assessment of ESG factors is complemented by 3rd party ESG research provided by MSCI ESG.

Emerging Market Equity - Fiera UK:

Integration is the default option. We are however committed not to invest in certain industries across our strategies. Inevitably this relates to companies that would never have been considered as attractive investments from a bottom-up perspective. We do not manage any sustainability-themed funds.

Our investment process relies upon the expertise and experience of our investment professionals and we believe it best to trust their judgement in deciding which companies deserve a place in the portfolios that we manage. It is therefore quite natural to integrate ESG considerations into the analysis that we undertake to this end.

Growth Equity Team - Fiera USA

The Growth Equity team uses MSCI Controversy scores as a part of a larger risk management and awareness tool within the framework of its security analysis and investment process. The team believes that while a raw ESG score provided by an external provider, such as MSCI, is a source of valuable insights into problem areas triggering further research, a decision to include/exclude has to be made in the context of the group's overall investment process/criteria.

LEI 01.3

If assets are managed using a combination of ESG incorporation strategies, briefly describe how these combinations are used. [Optional]

In addition to their ESG integration approach, some of our equity team employ, for specific mandates, screening technique such as the ones described below:

Ethical Screening: The teams employ an ethical exclusion filter where certain securities are restricted from funds for ethical reasons. Based on client considerations, a company will be deemed ineligible if it derives more than 10% of its revenue, either directly or indirectly, from the following products: adult entertainment, alcohol, firearms, gambling, military contracting, nuclear power, tobacco, and cannabis

Fossil Fuel Free: Here, a more thematic focus or sector exclusions are applied, such as the Canada x Energy fund, which excludes companies with activities related to the energy sector, such as: oil and gas exploration

and production; oil and gas storage, transportation, refining, marketing, exploration and production; mining of thermal coal or uranium; drilling and other services to oil and gas companies.

Global Impact: Primarily invests in fixed income, equity and alternative investments that provide a positive impact while delivering financial returns. All investments will be assessed for their alignment with the SDGs and their contribution to the Fund's overall risk/return profile by Fiera's Impact Committee

(A) Implementation: Screening

LEI 04	Mandatory	Public	Descriptive	PRI 1
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LEI 04.1

Indicate and describe the type of screening you apply to your internally managed active listed equities.

Type of screening

- Negative/exclusionary screening

Screened by

- Product
- Activity
- Sector
- Country/geographic region
- Environmental and social practices and performance
- Corporate governance

Description

A company will be deemed ineligible if it derives more than 10% of its revenue, either directly or indirectly, from the following products or services: Adult Entertainment, Alcohol, Firearms, Gambling, Military Contracting, Nuclear Power, Tobacco, or Cannabis.

Fiera UK - Emerging Markets Equity mandate: As a firm we seek to avoid making any investments which we deem to be unsuitable. Consequently, we refrain from investing in companies exposed to the following: Coal mining or coal burning, Tobacco, Munitions and firearms, Companies engaged in or convicted of child labour exploitation

Fossil Fuel Free Screen: Here, a more thematic focus or sector exclusions are applied, such as the Canada x Energy fund, which excludes companies with activities related to the energy sector, such as: oil and gas exploration and production; oil and gas storage, transportation, refining, marketing, exploration and production; mining of thermal coal or uranium; drilling and other services to oil and gas companies.

- Positive/best-in-class screening

Screened by

- Product
- Activity
- Sector
- Country/geographic region
- Environmental and social practices and performance
- Corporate governance

	Description
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Our Global Impact Fund primarily invests in fixed income, equity and alternative investments that provide a positive impact while delivering financial returns. All investments are assessed for their alignment with the UN SDGs and their contribution to the Fund's overall risk/return profile by Fiera's Impact Committee. Naturally, we target companies that manufacture/distribute products or provide services that contribute to the UN SDG's. The companies typically sell their products/services to underserved markets at fair prices. Their environmental and social practices and performance are monitored very closely as well as the their corporate governance structure.

- Norms-based screening

LEI 04.2	Describe how you notify clients and/or beneficiaries when changes are made to your screening criteria.		
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The criterias have been established by a group of Fiera's clients and a consultant that share common values around these activities. They have been in place for more than 15 years. By setting a maximum limit of 10% we establish a threshold for companies having significant operations in the products or services deemed unethical (pure-play) versus companies with minor implications in the products or services through subsidiaries or complex ownership structures.

We review the screened companies on a quarterly basis, and clients may have access, upon request, to the details when changes are made. The screening methodologies have a dedicated section in Fiera Fund investment policy statements. All clients receive a copy of the investment policy statement when there is an update.

LEI 05	Mandatory	Public	Core Assessed	PRI 1
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LEI 05.1

Indicate which processes your organisation uses to ensure ESG screening is based on robust analysis.

- Comprehensive ESG research is undertaken or sourced to determine companies' activities and products.
- Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies.
- External research and data used to identify companies to be excluded/included is subject to internal audit by ESG/RI staff, the internal audit function or similar.
- Third-party ESG ratings are updated regularly to ensure that portfolio holdings comply with fund policies.
- Trading platforms blocking / restricting flagged securities on the black list.
- A committee, body or similar with representatives independent of the individuals who conduct company research reviews some or all screening decisions.
- A periodic review of internal research is carried out.
- Review and evaluation of external research providers.
- Other; specify
- None of the above

LEI 05.2

Indicate the proportion of your actively managed listed equity portfolio that is subject to comprehensive ESG research as part your ESG screening strategy.

- <10%
- 10-50%
- 51-90%
- >90%

LEI 05.3

Indicate how frequently third party ESG ratings are updated for screening purposes.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

LEI 05.4

Indicate how frequently you review internal research that builds your ESG screens.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

(B) Implementation: Thematic

LEI 07	Mandatory	Public	Descriptive	PRI 1
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LEI 07.1 Indicate the type of sustainability thematic funds or mandates your organisation manages.

- Environmentally themed funds
- Socially themed funds
- Combination of themes

LEI 07.2 Describe your organisation's processes relating to sustainability themed funds. [Optional]

Potential investments of the Fiera Global Impact Portfolio includes holdings across Fiera Capital mandates. This ensures that the investments are adequately compensated for the amount of risk they assume

Investments are initially screened for alignment to the SDGs

Investments are further screened for any controversies that might have a negative impact

The filtered investments are then scored between 0 and 100 according to Fiera Capital's proprietary Impact scoring system. These assessments are reviewed and approved by the Fiera Impact Committee

Products & Services, Operations and Other Activities (e.g. charities) with ties to specific SDGs are used to derive the final score

Investments with a Fiera Impact score below 50 are removed

The remaining investments are weighted according to the 3 investment dimensions (reward, impact and risk) and size/liquidity constraints

(C) Implementation: Integration of ESG factors

LEI 08

Mandatory




Public

Core Assessed

PRI 1

LEI 08.1

Indicate the proportion of actively managed listed equity portfolios where E, S and G factors are systematically researched as part of your investment analysis.

ESG issues	Proportion impacted by analysis
Environmental	 <p>Environmental</p> <p> <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90% </p>
Social	 <p>Social</p> <p> <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90% </p>
Corporate Governance	 <p>Corporate Governance</p> <p> <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90% </p>

LEI 09	Mandatory	Public	Core Assessed	PRI 1
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LEI 09.1 Indicate which processes your organisation uses to ensure ESG integration is based on robust analysis.

- Comprehensive ESG research is undertaken or sourced to determine companies' activities and products
- Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies
- Third-party ESG ratings are updated regularly
- A periodic review of the internal research is carried out
- Structured, regular ESG specific meetings between responsible investment staff and the fund manager or within the investments team
- ESG risk profile of a portfolio against benchmark
- Analysis of the impact of ESG factors on investment risk and return performance
- Other; specify
- None of the above

LEI 09.2

Indicate the proportion of your actively managed listed equity portfolio that is subject to comprehensive ESG research as part your integration strategy.

- <10%
- 10-50%
- 51-90%
- >90%

LEI 09.3

Indicate how frequently third party ESG ratings that inform your ESG integration strategy are updated.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

LEI 09.4

Indicate how frequently you review internal research that builds your ESG integration strategy.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

LEI 09.5

Describe how ESG information is held and used by your portfolio managers.

- ESG information is held within centralised databases or tools, and it is accessible by all relevant staff
- ESG information or analysis is a standard section or aspect of all company research notes or industry/sector analysis generated by investment staff
- Systematic records are kept that capture how ESG information and research were incorporated into investment decisions
- Other; specify
- None of the above

LEI 09.6

Additional information. [Optional]

For some mandates including those with an ESG focus, the ESG risk assessment is an integral part of the decision making process.

We consider ESG issues as being those that can be viewed as having a material impact on the local or global environment, a positive or negative impact on the social fabric of the communities in which a company operates and a governance structure that treats shareholders and stakeholders in a fair and equitable manner. To the extent that any of these issues are viewed negatively by our portfolio managers, a risk premium is required rendering the security less appealing from an investment standpoint.

Fiera Capital Corporation

Reported Information

Public version

Direct - Listed Equity Active Ownership

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Overview

LEA 01

Mandatory

Public

Core Assessed

PRI 2

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 01.1

Indicate whether your organisation has an active ownership policy (includes engagement and/or voting).

Yes

LEA 01.2

Attach or provide a URL to your active ownership policy.

Attachment provided:

URL provided:

URL

<https://www.fieracapital.com/sites/default/files/Responsible%20Investment%20Policy.pdf>

LEA 01.3

Indicate what your active engagement policy covers:

General approach to Active Ownership

- Conflicts of interest
- Alignment with national stewardship code requirements
- Assets/funds covered by active ownership policy
- Expectations and objectives
- Engagement approach

Engagement

- ESG issues
- Prioritisation of engagement
- Methods of engagement
- Transparency of engagement activities
- Due diligence and monitoring process
- Insider information
- Escalation strategies
- Service Provider specific criteria
- Other; (specify)
- (Proxy) voting approach

Voting

- ESG issues
 - Prioritisation and scope of voting activities
 - Methods of voting
 - Transparency of voting activities
 - Regional voting practice approaches
 - Filing or co-filing resolutions
 - Company dialogue pre/post-vote
 - Decision-making processes
 - Securities lending processes
 - Other; (specify)
 - Other
 - None of the above
- No

LEA 01.4 Do you outsource any of your active ownership activities to service providers?

- Yes

LEA 01.5

Where active ownership activities are conducted by service providers, indicate whether your active ownership policy covers any of the following:

- Outline of service provider's role in implementing your organisation's active ownership policy
 - Description of considerations included in service provider selection and agreements
 - Identification of key ESG frameworks which service providers must follow
 - Outline of information sharing requirements of service providers
 - Description of service provider monitoring processes
 - Other; (specify)
- Collaborative Engagement is generally described as a sub-section of Active Ownership.
- None of the above

- No

LEA 01.6 Additional information [optional]

Proxy voting is a key element of Fiera Capital's integration of ESG factors in its investment process. We exercise our voting rights in order to maintain the highest standard of corporate governance and sustainability of the business and practices of the companies whose shares are held. High standards are necessary for maximizing shareholder value as well as protecting the economic interest of shareholders.

We believe the value of engagement is best derived from direct dialogue with companies in which we invest or with service providers that we utilize. As such, we allow our investment teams to implement engagement practices they deem most appropriate to their investment style. When meeting with companies, portfolio managers may address ESG issues: on a proactive basis, to raise awareness on such issues with companies within their portfolio; or on a reactive basis, to raise issues that have already occurred in order to understand how management is or has addressed them. Ongoing dialogue extends beyond short-term financial metrics and earnings to management's long-term strategy, and may include considerations such as firm culture, sustainability, governance practices and disclosure. We encourage companies to recognize the importance of ESG factors and support their efforts to improve transparency and disclosure of their approach and performance as they relate to material ESG issues. In addition to engaging with companies, we engage with financial market service providers to encourage the implementation of responsible investing practices.

Additional Information and examples from Fiera Capital USA:

We recognize the use of shareholder power to influence corporate behavior, including through direct corporate engagement (i.e., communicating with senior management and/or boards of companies), filing or co-filing shareholder proposals, and proxy voting that is guided by ESG guidelines. As a result we have begun direct communication with companies on ESG matters during our investor calls and have inquired and in some cases educated private equity managers including hedge funds. The main focus has been on raising awareness of obtaining ESG related disclosures in public company filings.

Engagement can also be defined as collaboration with other investors and to accomplish this objective, in the U.S., Judy Wesalo Temel, Senior Vice President, Director of Credit Research, Fixed Income Investments, presented Municipal Impact & ESG at Institute for Private Investors' Winter Forum as well as at the Fixed Income Trading and Investment Conference on the topic of Investing with a clear conscious: Best practice and tangible benefits of ESG investment. Mrs. Temel also presented at the MIT Impact Investment Initiative of the Investment Management Club at the MIT Sloan School of Management. Topics covered at these events include:

- Municipal ESG and the municipal market in general
- Overview of ESG investments, Trump effect and why it is a good time to explore ESG investments
- Understanding the value of ESG research and what it brings to the investment process
- How to start incorporating sustainability metrics in your portfolio
- Increasing transparency and reducing risks through ESG investment

Engagement

LEA 02	Mandatory	Public	Core Assessed	PRI 1,2,3
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LEA 02.1 Indicate the method of engagement, giving reasons for the interaction.

Type of engagement	Reason for interaction
Individual / Internal staff engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <input type="checkbox"/> We do not engage via internal staff
Collaborative engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <input type="checkbox"/> We do not engage via collaborative engagements
Service provider engagements	<input type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> To gain an understanding of ESG strategy and/or management <input checked="" type="checkbox"/> We do not engage via service providers

LEA 02.4 | Additional information. [Optional]

We are a member of the Canadian Coalition for Good Governance (CCGG). CCGG organizes meetings with board of directors of about 40 companies per year.

We provide them every year with the list of companies we are most interested in engaging with. Prior to meetings, we are asked to provide input and or questions on ESG issues and from time to time, a member of Fiera Capital is asked to assist in the engagement meeting.

LEA 03

Mandatory

Public

Core Assessed

PRI 2

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 03.1

Indicate whether your organisation has a formal process for identifying and prioritising engagements.

Yes

LEA 03.2

Indicate the criteria used to identify and prioritise engagements for each type of engagement.

Type of engagement	Criteria used to identify/prioritise engagements
Individual / Internal staff engagements	<div style="background-color: #0070C0; color: white; padding: 2px; margin-bottom: 5px;">Individual / Internal staff engagements</div> <ul style="list-style-type: none"> <input type="checkbox"/> Geography/market of the companies <input checked="" type="checkbox"/> Materiality of the ESG factors <input checked="" type="checkbox"/> Exposure (size of holdings) <input type="checkbox"/> Responses to ESG impacts that have already occurred <input type="checkbox"/> Responses to divestment pressure <input type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input checked="" type="checkbox"/> Follow-up from a voting decision <input type="checkbox"/> Client request <input type="checkbox"/> Breaches of international norms <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our individual engagements
Collaborative engagements	<div style="background-color: #0070C0; color: white; padding: 2px; margin-bottom: 5px;">Collaborative engagements</div> <ul style="list-style-type: none"> <input type="checkbox"/> Potential to enhance knowledge of ESG issues through other investors <input type="checkbox"/> Ability to have greater impact on ESG issues <input type="checkbox"/> Ability to add value to the collaboration <input type="checkbox"/> Geography/market of the companies targeted by the collaboration <input checked="" type="checkbox"/> Materiality of the ESG factors addressed by the collaboration <input type="checkbox"/> Exposure (size of holdings) to companies targeted by the collaboration <input type="checkbox"/> Responses to ESG impacts addressed by the collaboration that have already occurred <input type="checkbox"/> Responses to divestment pressure <input type="checkbox"/> Follow-up from a voting decision <input type="checkbox"/> Alleviate the resource burden of engagement <input type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our collaborative engagement providers

No

LEA 04	Mandatory	Public	Core Assessed	PRI 2
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New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 04.1

Indicate whether you define specific objectives for your organisation's engagement activities.

Individual / Internal staff engagements	<input checked="" type="radio"/> All engagement activities <input type="radio"/> Majority of engagement activities <input type="radio"/> Minority of engagement activities <input type="radio"/> We do not define specific objectives for engagement activities carried out by internal staff
Collaborative engagements	<input checked="" type="radio"/> All engagement activities <input type="radio"/> Majority of engagement activities <input type="radio"/> Minority of engagement activities <input type="radio"/> We do not define specific objectives for engagement activities carried out through collaboration

LEA 05**Mandatory****Public****Core Assessed****PRI 2****LEA 05.1**

Indicate whether you monitor and/or review engagement outcomes.

Individual / Internal staff engagements	<input checked="" type="radio"/> Yes, in all cases <input type="radio"/> Yes, in a majority of cases <input type="radio"/> Yes, in a minority of cases <input type="radio"/> We do not monitor, or review engagement outcomes when the engagement is carried out by our internal staff.
Collaborative engagements	<input type="radio"/> Yes, in all cases <input type="radio"/> Yes, in a majority of cases <input checked="" type="radio"/> Yes, in a minority of cases <input type="radio"/> We do not monitor, or review engagement outcomes when the engagement is carried out through collaboration.

LEA 05.2

Indicate whether you do any of the following to monitor and/or review the progress of engagement activities.

Individual / Internal staff engagements	<input checked="" type="checkbox"/> Define timelines/milestones for your objectives <input checked="" type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input checked="" type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify
Collaborative engagements	<input type="checkbox"/> Define timelines/milestones for your objectives <input type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify

LEA 06	Mandatory	Public	Additional Assessed	PRI 2,4
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LEA 06.1	Indicate whether your organisation has an escalation strategy when engagements are unsuccessful.
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Yes

LEA 06.2	Indicate the escalation strategies used at your organisation following unsuccessful engagements.
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- Collaborating with other investors
- Issuing a public statement
- Filing/submitting a shareholder resolution
- Voting against the re-election of the relevant directors
- Voting against the board of directors or the annual financial report
- Submitting nominations for election to the board
- Seeking legal remedy / litigation
- Reducing exposure (size of holdings)
- Divestment
- Other; specify

No

LEA 07	Voluntary	Public	Additional Assessed	PRI 1,2
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LEA 07.1	Indicate whether insights gained from your organisation`s engagements are shared with investment decision-makers.
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Type of engagement	Insights shared
Individual / Internal staff engagements	<input checked="" type="radio"/> Yes, systematically <input type="radio"/> Yes, occasionally <input type="radio"/> No
Collaborative engagements	<input checked="" type="radio"/> Yes, systematically <input type="radio"/> Yes, occasionally <input type="radio"/> No

LEA 07.2 Indicate the practices used to ensure that information and insights gained through engagements are shared with investment decision-makers.

- Involving investment decision-makers when developing an engagement programme
- Holding investment team meetings and/or presentations
- Using IT platforms/systems that enable data sharing
- Internal process that requires portfolio managers to re-balance holdings based on interaction and outcome levels
- Other; specify
 The investment decision makers initiate engagements on their own. There is therefore no need to share with investment decision makers
- None

LEA 07.3 Indicate whether insights gained from your organisation’s engagements are shared with your clients/beneficiaries.

Type of engagement	Insights shared
Individual/Internal staff engagements	<input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No
Collaborative engagements	<input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No

LEA 07.4 Additional information. [Optional]

Collaborative engagement activities are shared at the ESG committee and through internal communication.
 In the case of individual/internal staff engagements: most of the engagements are shared either in non-formal discussions between the portfolio management team or through formal ESG Working Group Meetings that are intended to educate group team leaders, inform on ESG priorities at the Firm, update on ESG initiatives and issues.

LEA 08	Mandatory	Public	Gateway	PRI 2
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LEA 08.1

Indicate whether you track the number of your engagement activities.

Type of engagement	Tracking engagements
Individual/Internal staff engagements	<input type="radio"/> Yes, we track the number of our engagements in full <input checked="" type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> We do not track
Collaborative engagements	<input checked="" type="radio"/> Yes, we track the number of collaborative engagements in full <input type="radio"/> Yes, we partially track the number of our collaborative engagements <input type="radio"/> We do not track

(Proxy) voting and shareholder resolutions

LEA 12

Mandatory

Public

Descriptive

PRI 2

LEA 12.1

Indicate how you typically make your (proxy) voting decisions.

Approach

- We use our own research or voting team and make voting decisions without the use of service providers.
- We hire service providers who make voting recommendations and/or provide research that we use to guide our voting decisions.

Based on

- The service-provider voting policy we sign off on
- Our own voting policy
- Our clients` requests or policies
- Other (explain)

We use ISS and our own voting policy to guide our investment teams. Teams need approval from CIO when voting against our own policy

- We hire service providers who make voting decisions on our behalf, except in some pre-defined scenarios where we review and make voting decisions.
- We hire service providers who make voting decisions on our behalf.

LEA 12.2

Provide an overview of how you ensure that your agreed-upon voting policy is adhered to, giving details of your approach when exceptions to the policy are made.

Fiera Capital will generally vote proxies in accordance with the Voting Guidelines specified in our Global Proxy Voting Policy. There may be circumstances where Fiera Capital believes it is in the best interests of shareholders to vote differently than the manner contemplated by our guidelines, or to withhold a vote or abstain from voting. In such instances, Fiera Capital shall document the rationale when voting differently than what the guidelines would indicate.

Leveraging the services of our external proxy advisor, ISS, they will vote proxies in accordance with the Voting Guidelines described or, in instances where a material conflict has been determined to exist, as ISS recommends. Where a material conflict has been determined to exist in a matter the subject of a Direct Proxy Vote, the regional CIO Office/Investment Committee of the affiliate concerned (as relevant) will determine how to exercise such vote. We believe that this process is reasonably designed to address material conflicts of interest that may arise in conjunction with proxy voting decisions.

Potential conflicts considered by the Proxy Committee when it is determining whether to deviate from Fiera's Voting Guidelines include: a material client relationship with the issuer; or personal or business relationships between the portfolio managers and an executive officer or director.

In addition, the CIO Office is responsible for:

-Reviewing the documentation provided by the Proxy Managers when voting differently than what Fiera Capital's guidelines would indicate or what the external proxy advisory service provider recommends;

-Ensuring consistency in the application of Fiera Capital's guidelines.

-The Compliance team is in the process of creating proxy testing protocols and expects to implement the testing in 2H 2020.

LEA 15	Mandatory	Public	Descriptive	PRI 2
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LEA 15.1	Indicate the proportion of votes participated in within the reporting year in which where you or the service providers acting on your behalf raised concerns with companies ahead of voting.
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- 100%
- 99-75%
- 74-50%
- 49-25%
- 24-1%
- Neither we nor our service provider(s) raise concerns with companies ahead of voting

LEA 15.2	Indicate the reasons for raising your concerns with these companies ahead of voting.
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- Vote(s) concerned selected markets
- Vote(s) concerned selected sectors
- Vote(s) concerned certain ESG issues
- Vote(s) concerned companies exposed to controversy on specific ESG issues
- Vote(s) concerned significant shareholdings
- Client request
- Other

LEA 16	Mandatory	Public	Core Assessed	PRI 2
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LEA 16.1

Indicate the proportion of votes where you, and/or the service provider(s) acting on your behalf, communicated the rationale to companies for abstaining or voting against management recommendations. Indicate this as a percentage out of all eligible votes.

- 100%
- 99-75%
- 74-50%
- 49-25%
- 24-1%
- We do not communicate the rationale to companies
- Not applicable because we and/or our service providers did not abstain or vote against management recommendations

LEA 17**Mandatory****Public****Core Assessed****PRI 2****LEA 17.1**

For listed equities in which you or your service provider have the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year.

- We do track or collect this information

Votes cast (to the nearest 1%)

%

98.7

Specify the basis on which this percentage is calculated

- Of the total number of ballot items on which you could have issued instructions
- Of the total number of company meetings at which you could have voted
- Of the total value of your listed equity holdings on which you could have voted
- We do not track or collect this information

LEA 17.2

Explain your reason(s) for not voting on certain holdings

- Shares were blocked
- Notice, ballots or materials not received on time
- Missed deadline
- Geographical restrictions (non-home market)
- Cost
- Conflicts of interest
- Holdings deemed too small
- Administrative impediments (e.g., power of attorney requirements, ineligibility due to participation in share placement)
- Client request
- Other (explain)

LEA 17.3	Additional information. [Optional]
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Fiera Capital may unintentionally miss the voting deadline for several operational reasons. For instance, custodians may send ballots past the voting cut-off date or Fiera capital will at times, receive paper ballots in the mail past the cut-off date which are then manually uploaded to our external proxy service provider. Any ballots that are voted past cut-off date are processed on a best-efforts basis. Our Operations team continually looks to improve the process and work closely with custodians and our external proxy service provider to ensure all ballots are received in a timely manner.

LEA 18	Voluntary	Public	Additional Assessed	PRI 2
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LEA 18.1	Indicate whether you track the voting instructions that you or your service provider on your behalf have issued.
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Yes, we track this information

LEA 18.2	Of the voting instructions that you and/or third parties on your behalf have issued, indicate the proportion of ballot items that were:
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Voting instructions	Breakdown as percentage of votes cast
For (supporting) management recommendations	 89
Against (opposing) management recommendations	 9
Abstentions	 2

100%

No, we do not track this information

LEA 18.3	In cases where your organisation voted against management recommendations, indicate the percentage of companies which you have engaged.
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25

LEA 19	Mandatory	Public	Core Assessed	PRI 2
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LEA 19.1	Indicate whether your organisation has a formal escalation strategy following unsuccessful voting.
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Yes

No

LEA 19.2

Indicate the escalation strategies used at your organisation following abstentions and/or votes against management.

- Contacting the company's board
- Contacting the company's senior management
- Issuing a public statement explaining the rationale
- Initiating individual/collaborative engagement
- Directing service providers to engage
- Reducing exposure (holdings) / divestment
- Other

Fiera Capital Corporation

Reported Information

Public version

Direct - Fixed Income

PRI disclaimer

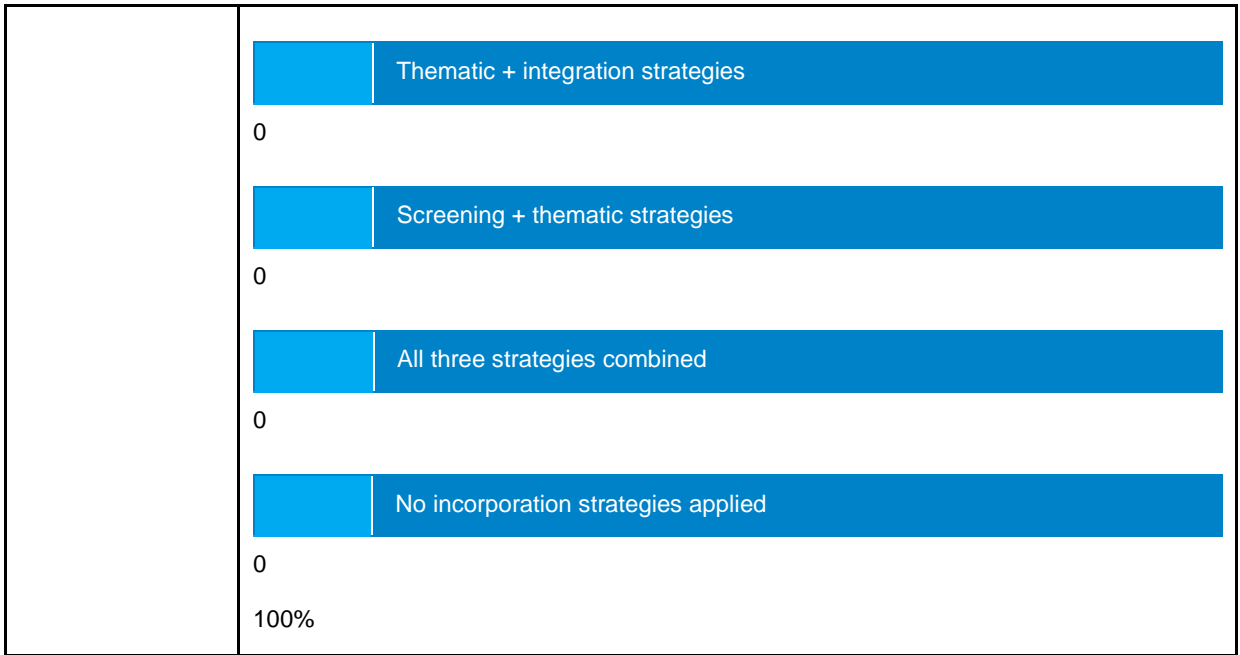
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ESG incorporation in actively managed fixed income

Implementation processes

FI 01	Mandatory	Public	Gateway	PRI 1
FI 01.1	Indicate (1) Which ESG incorporation strategy and/or combination of strategies you apply to your actively managed fixed income investments; and (2) The proportion (+/- 5%) of your total actively managed fixed income investments each strategy applies to.			

SSA	Screening alone	0
	Thematic alone	0
	Integration alone	80
	Screening + integration strategies	5
	Thematic + integration strategies	0
	Screening + thematic strategies	0
	All three strategies combined	15
	No incorporation strategies applied	0
		100%
Corporate (financial)	Screening alone	0
	Thematic alone	0
	Integration alone	80
	Screening + integration strategies	20



Corporate (non-financial)	Screening alone	0
	Thematic alone	0
	Integration alone	80
	Screening + integration strategies	20
	Thematic + integration strategies	0
	Screening + thematic strategies	0
	All three strategies combined	0
	No incorporation strategies applied	0
	100%	

FI 01.2 Describe your reasons for choosing a particular ESG incorporation strategy and how combinations of strategies are used.

US Division:

Screening + Integration Strategies

We use both screening and integration strategies for all corporates. ESG Integration is an overarching commitment throughout the firm wide, and screening meets individual client objectives and guidelines. On the SSA, which represent US municipal issuers use integration and screening, and this year added thematic strategies. These thematic strategies include clean water, clean energy, mass transit and education.

Canadian Division:

Screening + Integration Strategies

Screens issuers that derive >10% of revenue from unethical products or services. The integration strategies try to identify ESG issues, and to the extent that any of these are viewed negatively by our portfolio managers, a risk premium is required rendering a potential investment less appealing from an investment standpoint.

Integration Only

Fiera Capital is of the view that well-managed companies are generally those that demonstrate high ethical and environmental standards and respect for their employees, for human rights and for the communities in which they

do business. These factors are taken into consideration in our fundamental analysis of the investments, as per each investment team's investment process

FI 03	Mandatory	Public	Additional Assessed	PRI 1
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FI 03.1	Indicate how you ensure that your ESG research process is robust:
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- Comprehensive ESG research is undertaken internally to determine companies' activities; and products and/or services
- Issuers are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies
- Issuer information and/or ESG ratings are updated regularly to ensure ESG research is accurate
- Internal audits and regular reviews of ESG research are undertaken in a systematic way.
- A materiality/sustainability framework is created and regularly updated that includes all the key ESG risks and opportunities for each sector/country.
- Other, specify
- None of the above

FI 03.2	Describe how your ESG information or analysis is shared among your investment team.
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- ESG information is held within a centralised database and is accessible to all investment staff
- ESG information is displayed on front office research platforms
- ESG information is a standard item on all individual issuer summaries, research notes, 'tear sheets', or similar documents
- Investment staff are required to discuss ESG information on issuers as a standard item during investment committee meetings
- Records capture how ESG information and research was incorporated into investment decisions
- Other, specify
- None of the above

(A) Implementation: Screening				
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FI 04	Mandatory	Public	Gateway	PRI 1
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FI 04.1	Indicate the type of screening you conduct.
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Select all that apply

	SSA	Corporate (financial)	Corporate (non-financial)	
Negative/exclusionary screening	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Positive/best-in-class screening	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Norms-based screening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

FI 04.2 Describe your approach to screening for internally managed active fixed income

US Division:

We are able to screen client portfolios based on their objectives, values and investment guidelines. We then review the issuer's documents and other sources to screen for, example, companies with no weapons exposure in corporates or municipal utilities highly dependent upon coal as a source of fuel).

As our strategies have evolved over the past year we now are able to do positive/best in class screening for most corporate and municipal sectors.

Canadian Division:

For certain strategies, we exclude from the investable universe any companies with >10% or revenues derived from non-ethical activities such as;

- Adult Entertainment
- Alcohol
- Firearms
- Gambling
- Military Contracting
- Nuclear Power
- Tobacco

FI 06 **Mandatory** **Public** **Core Assessed** **PRI 1**

FI 06.1 Indicate which systems your organisation has to ensure that fund screening criteria are not breached in fixed income investments.

Type of screening	Checks
Negative/exclusionary screening	<input checked="" type="checkbox"/> Analysis is performed to ensure that issuers meet screening criteria <input checked="" type="checkbox"/> We ensure that data used for the screening criteria is updated at least once a year. <input checked="" type="checkbox"/> Automated IT systems prevent our portfolio managers from investing in excluded issuers or bonds that do not meet screening criteria <input type="checkbox"/> Audits of fund holdings are undertaken yearly by internal audit or compliance functions <input type="checkbox"/> Other, specify <input type="checkbox"/> None of the above
Positive/best-in-class screening	<input checked="" type="checkbox"/> Analysis is performed to ensure that issuers meet screening criteria <input checked="" type="checkbox"/> We ensure that data used for the screening criteria is updated at least once a year. <input checked="" type="checkbox"/> Automated IT systems prevent our portfolio managers from investing in excluded issuers or bonds that do not meet screening criteria <input type="checkbox"/> Audits of fund holdings are undertaken yearly by internal audit or compliance functions <input type="checkbox"/> Other, specify <input type="checkbox"/> None of the above

FI 06.2	Additional information. [Optional]
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US Division - Municipal bonds strategies - Clarification

As a point of clarification, these fixed income strategies are for separately managed accounts, not for funds. The Credit Research team makes every effort to update data on an annual basis, however, particularly in the municipal sector, some smaller issuers do not provide data updates on an annual basis, while some can have lag times of up to 270 days between the date the data is reported and the period the report covers.

(B) Implementation: Thematic

FI 08	Mandatory	Public	Core Assessed	PRI 1
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FI 08.1	Indicate whether you encourage transparency and disclosure relating to the issuance of themed bonds as per the Green Bonds Principles, Social Bond Principles, or Sustainability Bond Guidelines..
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- We require that themed bond proceeds are only allocated to environmentally or socially beneficial projects
- We require the issuer (or 3rd party assurer) to demonstrate a process which determines the eligibility of projects to which themed bond proceeds are allocated
- We require issuers to demonstrate a systematic and transparent process of disbursing themed bond proceeds to eligible projects until all funds are allocated
- We require issuers to report at least once per year on the projects to which proceeds have been allocated including a description of those projects
- Other, specify

Compliance with standards is encouraged but not required. Teams verify where proceeds are expected to really go as part of their due diligence process

None of the above

FI 08.2	Describe the actions you take when issuers do not disburse bond proceeds as described in the offering documents.
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FI 09	Mandatory	Public	Additional Assessed	PRI 1
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FI 09.1	Indicate how you assess the environmental or social impact of your thematic investments.
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- We require issuers to report at least once per year on specific environmental or social impacts resulting from our themed investments
- We ensure independent audits are conducted on the environmental or social impact of our investments
- We have a proprietary system to measure environmental and social impact
- We measure the impact of our themed bond investments on specific ESG factors such as carbon emissions or human rights
- Other, specify
- None of the above

FI 09.2	Additional information. [Optional]
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We have developed a proprietary model for both corporate and municipal issuers that measure environmental and social impact using sector specific factors.

An example of one of our bond purchases creating meaningful social impact arose out of general improvement bonds issued by the City of San Antonio, these bonds are general obligations of the City of San Antonio. The City's capital plan, in part funded by GO bonds, includes the San Pedro Creek Improvements Project for the Culture Park, which is a collaboration of Bexar County, the San Antonio River Authority and the City of San Antonio. These partners are restoring San Pedro Creek's natural environment and creating a park focusing on flood mitigation, water quality, economic development and cultural linkages. There are four phases, with the first \$175 million phase opened in May 2018 to much acclaim. It is expected that completed project will catalyze a \$1.5 billion economic impact by creating 2,100 new housing units, 1,428 new downtown employees, 7,300 new downtown residents, a 150% increase in new property value and \$225 million in ad valorem tax revenue. The positive impact of the City's GO bond investment of \$17 million for the first phase include SDGs such as improved water quality and sustainable cities.

(C) Implementation: Integration

FI 10	Mandatory	Public	Descriptive	PRI 1
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FI 10.1	Describe your approach to integrating ESG into traditional financial analysis.
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Canadian Division:

ESG data is integrated to identify weaknesses and risks to which companies are exposed to, especially risks related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Depending on the bond type, different factors/risk exposures may be weighted more heavily.

US Division:

As per our Responsible Investment Policy, we are driven to integrate ESG factors into our traditional financial analyses. The portfolio managers see our proprietary ESG scores alongside our internal credit score when evaluating both corporate and municipal bonds. In the US, we have established an ESG Committee which meets on a regular basis. We use this forum to address key trends, metrics, and most current research on ESG related matters. We bring in outside experts so that we can educate ourselves on ESG across different sectors

FI 10.2 Describe how your ESG integration approach is adapted to each of the different types of fixed income you invest in.

SSA

US Division:

We have identified ESG factors that are specific to each municipal sector that we cover. These factors are then integrated into our overall credit analysis. For all muni sectors we weight governance at 55-60%. Based on the sector we will weight environmental or governance at other levels. For example, water and sewer gets a higher environmental rating, while a state government gets a higher social rating.

Canadian Division:

ESG data is integrated to identify weaknesses and risks to which companies are exposed to, especially risks related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Governance weighted more heavily

Corporate (financial)

US Division:

For financials we weight governance highest. For the social weighting we give a higher score to a financial company if it is a UN PRI signatory.

Canadian Division:

ESG data is integrated to identify weaknesses and risks to which companies are exposed to, especially risks related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Governance weighted more heavily

Corporate (non-financial)

US Division:

We also weight governance highest for non-financial corporates. We make adjustments by sectors, for example in energy we assign a higher weighting to environmental issues.

Canadian Division:

ESG data is integrated to identify weaknesses and risks to which companies are exposed to, especially risks related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Governance weighted more heavily

FI 10.3	Additional information [OPTIONAL]
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US Division:

As our model and understandings of ESG has evolved over the past two years, we are revisiting our weightings by sector to incorporate more nuances and additional research.

FI 11	Mandatory	Public	Core Assessed	PRI 1
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FI 11.1	Indicate how ESG information is typically used as part of your investment process.
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Select all that apply

	SSA	Corporate (financial)	Corporate (non-financial)	
ESG analysis is integrated into fundamental analysis	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
ESG analysis is used to adjust the internal credit assessments of issuers.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
ESG analysis is used to adjust forecasted financials and future cash flow estimates.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ESG analysis impacts the ranking of an issuer relative to a chosen peer group.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
An issuer's ESG bond spreads and its relative value versus its sector peers are analysed to find out if all risks are priced in.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
The impact of ESG analysis on bonds of an issuer with different durations/maturities are analysed.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Sensitivity analysis and scenario analysis are applied to valuation models to compare the difference between base-case and ESG-integrated security valuation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ESG analysis is integrated into portfolio weighting decisions.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Companies, sectors, countries and currency and monitored for changes in ESG exposure and for breaches of risk limits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
The ESG profile of portfolios is examined for securities with high ESG risks and assessed relative to the ESG profile of a benchmark.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Other, specify in Additional Information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

FI 11.2

Additional information [OPTIONAL]

The Fixed Income team assesses potential ESG investments for their portfolios by evaluating the Credit Research team's ESG scores relative to option-adjusted spread. A wider OAS and a higher ESG score indicate a more compelling investment opportunity.

FI 12

Mandatory

Public

Additional Assessed

PRI 1

FI 12.1

Indicate the extent to which ESG issues are reviewed in your integration process.

	Environment	Social	Governance
SSA	<input checked="" type="radio"/> Environmental <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all	<input checked="" type="radio"/> Social <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all	<input checked="" type="radio"/> Governance <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all
Corporate (financial)	<input checked="" type="radio"/> Environmental <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all	<input checked="" type="radio"/> Social <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all	<input checked="" type="radio"/> Governance <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all
Corporate (non-financial)	<input checked="" type="radio"/> Environmental <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all	<input checked="" type="radio"/> Social <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all	<input checked="" type="radio"/> Governance <input type="radio"/> Systematically <input type="radio"/> Occasionally <input type="radio"/> Not at all

FI 12.2 Please provide more detail on how you review E, S and/or G factors in your integration process.

SSA

Canadian Division:

ESG data is integrated to identify weaknesses and risks to which companies are exposed to, especially risks related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Depending on the bond type, different factors/risk exposures may be weighted more heavily.

ESG data are provided from multiples sources such as:

- MSCI ESG Research
- Sell-side research

US Division:

Weight each factor based on the sector but give a higher weight to governance

Corporate (financial)

Canadian Division:

related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Depending on the bond type, different factors/risk exposures may be weighted more heavily.

ESG data are provided from multiples sources such as:

- MSCI ESG Research
- Sell-side research
- Risk Factors identified in prospectus and financial statements

US Division:

Have weightings for Environmental, Social and Governance factors and score companies on each. Higher weight assigned to governance.

Corporate (non-financial)

Canadian Division:

ESG data is integrated to identify weaknesses and risks to which companies are exposed to, especially risks related to Environmental, Social and Governance issues. ESG data helps understand how companies are mitigating those sources of risk - either via policies or actions.

Depending on the bond type, different factors/risk exposures may be weighted more heavily.

ESG data are provided from multiples sources such as:

MSCI ESG Research

Sell-side research

Risk Factors identified in prospectus and financial statements

US division:

Have weightings for Environmental, Social and Governance factors and score companies on each. Higher weight assigned to governance.

Fiera Capital Corporation

Reported Information

Public version

Direct - Property

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Overview

PR 01	Mandatory	Public	Core Assessed	PRI 1-6
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PR 01.1 Indicate if your organisation has a Responsible Property Investment (RPI) policy.

Yes

PR 01.2 Provide a URL or attach the document

URL

https://www.fierarealestate.com/wp-content/uploads/2020/01/fre-sustainability-policy_en_executed.pdf

Attach Document

No

PR 01.3 Provide a brief overview of your organisation's approach to responsible investment in property, and how you link responsible investment in property to your business strategy. [Optional]

Fiera Real Estate systematically integrates ESG factors into investment management. Our sustainability strategy and vision outlines how we integrate ESG into our business strategy. Our President and Head of Global Real Estate chairs our Executive Sustainability Committee, which includes representatives from across the organization. This Committee monitors the implementation progress of our sustainability strategy. Our Sustainability Policy governs ESG integration into our business strategy including investments, developments, asset management and stakeholder engagement.

Fiera Real Estate considers ESG during acquisitions and utilizes external consultants to provide subject expertise. Once owned, Fiera Real Estate works with third-party property managers to address ESG risks and opportunities. Fiera Real Estate embeds ESG management in third-party manager contracts and encourages managers to implement industry best practice ESG practices. Fiera meets with managers on a regular basis to discuss initiatives including audits (energy, water, waste), certifications, efficiency upgrades and overall building performance. Fiera assesses the merits of sustainability initiatives and improvements that properties propose and implement where appropriate.

Fiera Real Estate monitors ESG performance and reports to investors depending on individual mandates. The Fiera Real Estate CORE Fund LP, Long Income Fund, PCDF III and PCDF IV Funds participate annually in the Global Real Estate Sustainability Benchmark (GRESB) Assessment. The CORE Fund also tracks performance using an internal ESG Scorecard.

Fundraising of property funds

PR 02	Mandatory	Public	Core Assessed	PRI 1,4,6
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PR 02.1 Indicate if your most recent fund placement documents (private placement memorandums (PPMs) or similar) refer to responsible investment aspects of your organisation.

Yes

No

Not applicable as our organisation does not fundraise

Pre-investment (selection)

PR 04

Mandatory

Public

Gateway/Core Assessed

PRI 1

PR 04.1

Indicate if your organisation typically incorporates ESG issues when selecting property investments.

Yes

PR 04.2

Provide a description of your organisation's approach to incorporating ESG issues in property investment selection.

Fiera Real Estate incorporates ESG factors into investment and due diligence processes to identify risks and opportunities. Fiera reviews ESG factors such as access to transit, local socio-economic and market trends and building certifications when examining potential investments. During due diligence, Fiera reviews ESG factors including regulatory compliance, building safety and materials, energy and water efficiency, natural environmental hazards and health and safety.

Fiera Real Estate uses due diligence checklists to ensure material ESG items are systematically considered and external consultants provide subject matter expertise in the factors noted.

PR 04.3

Indicate which E, S and/or G issues are typically considered by your organisation in the property investment selection process, and list up to three examples per issue.

Environmental

Environmental example 1, select one

- Climate change adaptation
- Contamination
- Energy efficiency
- Energy supply, Flooding, GHG emissions
- Indoor environmental quality
- Natural hazards
- Resilience
- Transportation
- Water efficiency
- Waste management
- Water supply
- Other
- Other
- Flooding
- GHG emissions

Environmental example 2, select one

- Climate change adaptation
- Contamination
- Energy efficiency
- Energy supply, Flooding, GHG emissions
- Indoor environmental quality
- Natural hazards
- Resilience
- Transportation
- Water efficiency
- Waste management
- Water supply
- Other
- Other
- Flooding
- GHG emissions

Environmental example 3, select one

- Climate change adaptation
 - Contamination
 - Energy efficiency
 - Energy supply, Flooding, GHG emissions
 - Indoor environmental quality
 - Natural hazards
 - Resilience
 - Transportation
 - Water efficiency
 - Waste management
 - Water supply
 - Other
 - Other
 - Flooding
 - GHG emissions
- Social

Social example 1, select one

- Building safety and materials
- Health, safety and wellbeing
- Socio-economic
- Accessibility
- Affordable Housing
- Occupier Satisfaction
- Other
- Other
- Other

Social example 2, select one

- Building safety and materials
- Health, Safety and wellbeing
- Socio-economic
- Accessibility
- Affordable Housing
- Occupier Satisfaction
- Other
- Other
- Other

Social example 3, select one

- Building safety and materials
- Health, Safety and wellbeing
- Socio-economic
- Accessibility
- Affordable Housing
- Occupier Satisfaction
- Other
- Other
- Other

Social example 3, description [OPTIONAL]

Walkability score

- Governance

Governance example 1, select one

- Anti-bribery & corruption
- Board structure
- Conflicts of interest
- Governance structure
- Regulatory
- Shareholder structure & rights
- Supply chain governance
- Other
- Other
- Other

Governance example 2, select one

- Anti-bribery & corruption
- Board structure
- Conflicts of interest
- Governance structure
- Regulatory
- Shareholder structure & rights
- Supply chain governance
- Other
- Other
- Other

Governance example 2, description

Sustainability Management; Green Building Certifications

Governance example 3, select one

- Anti-bribery & corruption
- Board structure
- Conflicts of interest
- Governance structure
- Regulatory
- Shareholder structure & rights
- Supply chain governance
- Other
- Other
- Other

Anti-Laundering and terrorism

No

PR 06	Mandatory	Public	Core Assessed	PRI 1
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PR 06.1	Indicate if ESG issues impacted your property investment selection process during the reporting year.
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- ESG issues helped identify risks and/or opportunities for value creation
- ESG issues led to the abandonment of potential investments
- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the investment selection process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

PR 06.2	Indicate how ESG issues impacted your property investment deal structuring processes during the reporting year.
----------------	---

- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the deal structuring process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

Selection, appointment and monitoring third-party property managers

PR 07	Mandatory	Public	Core Assessed	PRI 4
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PR 07.1	Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party property managers.
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Yes

PR 07.2	Indicate how your organisation includes ESG issues in your selection, appointment and/or monitoring of third party property managers.
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- Selection process of property managers incorporated ESG issues

Types of actions

- Request explanation of how ESG is effectively integrated, including inquiries about governance and processes
- Request track records and examples of how the manager implements ESG in their asset and property management
- Discuss property level out-performance opportunities through greater integration of ESG criteria
- Request explanation of engaging stakeholders on ESG issues
- Other, explain

Coverage

- >75% to 100%
 - >50% to 75%
 - <50%
- Contractual requirements when appointing property managers includes ESG issues

Types of actions

- Include clear and detailed expectations for incorporating ESG
- Require dedicated ESG procedures in all relevant asset and property management phases
- Clear ESG reporting requirements
- Clear ESG performance targets
- Other, explain

Coverage

- >75% to 100%
 - >50% to 75%
 - <50%
- Monitoring of property managers covers ESG responsibilities and implementation

Types of actions

- Performance against quantitative and material environmental / resource targets over specified timeframe.
- Performance against quantitative and material environmental / resource targets against relevant benchmarks
- Performance against quantitative and qualitative targets to address social impacts of the portfolio/investment,
- Other, explain

	Coverage
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- >75% to 100%
- >50% to 75%
- <50%

No

PR 07.3	Provide a brief description of your organisations selection, appointment and monitoring of third party property managers and how they contribute to the management of ESG issues for your property investments.
----------------	---

Fiera Real Estate considers ESG competency when selecting third-party property managers. When considering managers, Fiera discusses managers' ability to meet sustainability requirements and governance requirements such as adherence to financial control standards.

Fiera's standard third-party property manager agreement requires the management of ESG aspects such as safety, environmental risks and energy and water performance. Managers are required to report at least annually on sustainability performance including environmental, health and safety, utility consumption, waste production, sustainability initiatives and stakeholder engagement.

Fiera monitors manager sustainability key performance indicators quarterly through an online reporting system. Managers are also monitored in a number of areas including energy, water and waste performance, renewable energy, certifications and tenant engagement through GRESB. Performance is assessed against internal targets and industry benchmarks. Fiera asset managers regularly meet with third-party property managers and visit property sites. In these meetings, Fiera often discusses ESG issues.

Third-party managers are integral to the management of property ESG factors. Our managers control the day-to-day operation which has significant impact on ESG performance. Managers also engage directly with key stakeholders such as tenants.

Fiera Real Estate purchased two Real Estate Investment Management companies in 2019, IAM and Palmer Capital. The above percentages relate to the third-party property managers with Fiera Real Estate's CORE Fund and Segregated Funds and exclude the IAM and Palmer Capital managers. The percentages will be updated in 2021 once the new portfolios have been onboarded in to Fiera Real Estate management platform.

Post-investment (monitoring and active ownership)

Overview

PR 08	Mandatory	Public	Gateway	PRI 2
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PR 08.1	Indicate if your organisation, and/or property managers, considers ESG issues in post-investment activities relating to your property assets.
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Yes

PR 08.2 Indicate whether your organisation, and/or property managers, considers ESG issues in the following post-investment activities relating to your property assets.

- We consider ESG issues in property monitoring and management
- We consider ESG issues in property developments and major renovations.
- We consider ESG issues in property occupier engagements
- We consider ESG issues in community engagements related to our properties
- We consider ESG issues in other post-investment activities, specify

PR 08.3 Describe how your organisation, and/or property managers, considers ESG issues in post-investment activities related to your property assets.

Fiera Real Estate's asset management team oversees ESG management in post-investment activities, including property ESG performance, developments, renovations and capital upgrades and engagement with third-party property managers and other property stakeholders. Fiera considers ESG in budgeting, capital planning and development planning on a case by case basis and are, in some cases, aided by the use of ESG checklists.

Fiera Real Estate's asset managers work with and monitor property managers' implementation of ESG best practices. This includes energy, water and waste management, occupier engagement, community engagement, renewable energy, and indoor environmental quality. Fiera Real Estate monitors property sustainability practices through quarterly and annual reporting. Sustainability data is used for performance management, supporting investor reporting mandates and participating in benchmarking such as GRESB.

Fiera Real Estate's development team integrates ESG considerations into planning and design, contracting and agreements, construction and handover. In 2019, Fiera prepared a Sustainable Development Policy and Checklist facilitate discussions on ESG and ensure the development team and development partners consider ESG across all stages of the development process

No

Property monitoring and management

PR 09	Mandatory	Public	Core Assessed	PRI 2,3
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PR 09.1 Indicate the proportion of property assets for which your organisation, and/or property managers, set and monitored ESG targets (KPIs or similar) during the reporting year.

- >90% of property assets
- 51-90% of property assets
- 10-50% of property assets
- <10% of property assets

(in terms of number of property assets)

PR 09.2 Indicate which ESG targets your organisation and/or property managers typically set and monitor

- Environmental

Target/KPI	Progress Achieved
<p>2021 target to have 80% of properties certified to a green building standard such as LEED or BOMA BEST</p> <p>Fiera Real Estate CORE Fund LP has a 2021 target to reduce annual energy consumption by 5.2%.</p> <p>Fiera Real Estate CORE Fund LP has a 2021 target to reduce annual water consumption by 7.2%.</p>	<p>Achieved - 93% of the CORE Fund currently holds a green building certification.</p> <p>In progress - the CORE Fund maintained energy performance in 2018.</p> <p>In progress - the CORE Fund reduced water consumption 2% in 2018.</p>

Social

Target/KPI	Progress Achieved
<p>Communicate on ESG with 4 stakeholder groups (Fiera Capital, Fiera Properties Employees, third-party property managers</p> <p>annual target to have 100% of properties compliant with Fiera's online environmental, and health and safety and performance management system.</p> <p>2021 target to have 100% of properties engage with tenants on sustainability.</p>	<p>Achieved – In 2019, Fiera Real Estate communicated on ESG with the four stakeholder groups.</p> <p>Achieved - 100% of the CORE Fund is compliant on the online system.</p> <p>In progress - 60% of the CORE Fund engaged with tenants on sustainability in 2018.</p>

Governance

Target/KPI	Progress Achieved
<p>Fiera Real Estate set a 2021 target to develop sustainability policies and procedures.</p> <p>Fiera Real Estate set a 2021 target to hold four Executive Sustainability Committee meetings each year.</p> <p>Fiera Real Estate CORE Fund LP set a 2021 target to achieve a GRESB 4 Star rating.</p>	<p>Achieved - 100% of the identified policies and procedures have been implemented.</p> <p>Achieved – In 2019, Fiera Real Estate held four Executive Sustainability Committee meetings.</p> <p>In progress – In 2018, the CORE Fund improved GRESB score and achieved a 2 Star rating.</p>

We do not set and/or monitor against targets

PR 09.3	Additional information. [Optional]
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Environmental targets indicated above cover 51-90% of property assets and social and governance targets apply to >90%.

The performance against energy, water and tenant engagement targets noted above is as of January 1, 2019. Fiera Real Estate surveys the Funds annually on sustainability practices and aligns reporting with the Global Real Estate Sustainability Benchmark (GRESB) assessment. This includes the sustainability information noted in this PRI question. As the GRESB reporting period is April-June and some sustainability data is not available until the end of Q1 for the previous year, our portfolio survey takes place after the PRI reporting period. For this reason, the response above reflects our most recent portfolio survey.

Fiera Real Estate purchased two Real Estate Investment Management companies in 2019, IAM and Palmer Capital. The above percentages relate to the property assets in Fiera Real Estate's CORE Fund and Segregated Funds and exclude the IAM and Palmer Capital managers. The percentages will be updated in 2021 once the new portfolios have been onboarded in to Fiera Real Estate management platform.

Property developments and major renovations

PR 11	Mandatory	Public	Core Assessed	PRI 2
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PR 11.1

Indicate the proportion of active property developments and major renovations where ESG issues have been considered.

- >90% of active developments and major renovations
- 51-90% of active developments and major renovations
- 10-50% of active developments and major renovations
- <10% of active developments and major renovations
- N/A, no developments and major renovations of property assets are active

(by number of active property developments and refurbishments)

PR 11.2

Indicate if the following ESG considerations are typically implemented and monitored in your property developments and major renovations.

- Environmental site selection requirements
- Environmental site development requirements
- Sustainable construction materials
- Water efficiency requirements
- Energy efficiency requirements
- Energy generation from on-site renewable sources
- Waste management plans at sites
- Health and safety management systems at sites
- Health and wellbeing of residents
- Construction contractors comply with sustainability guidelines
- Resilient building design and orientation
- Other, specify

PR 11.3

Additional information. [Optional]

Fiera Real Estate systematically integrates ESG considerations into property developments and major renovations. In 2019, Fiera created a sustainable development strategy to further integrate ESG into our development process. The Sustainable Development Policy and Checklist governs ESG integration into Fiera's development business strategy including planning and design, contracting and agreements, construction and handover. The Policy and Checklist are tools to facilitate discussions on ESG and ensure Fiera's development team and development partners consider ESG across all stages of the development process.

Occupier engagement

PR 12	Mandatory	Public	Core Assessed	PRI 2
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PR 12.1	Indicate the proportion of property occupiers your organisation, and/or your property managers, engaged with on ESG issues during the reporting year.
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- >90% of occupiers
- 50-90% of occupiers
- 10-50% of occupiers
- <10% of occupiers

(in terms of number of occupiers)

PR 12.2	Indicate if the following practises and areas are typically part of your, and/or your property managers', occupier engagements.
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- Distribute a sustainability guide to occupiers
- Organise occupier events focused on increasing sustainability awareness
- Deliver training on energy and water efficiency
- Deliver training on waste minimisation
- Provide feedback on energy and water consumption and/or waste generation
- Provide feedback on waste generation
- Carry out occupier satisfaction surveys
- Health and wellbeing of residents
- Offer green leases
- Other, specify

Other: Tenant engagement meetings and green teams

PR 12.3	Additional information. [Optional]
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Fiera Real Estate's third-party managers are responsible for engaging tenants on ESG issues and report annually on initiatives implemented. Fiera Real Estate's CORE Fund LP and Segregated Funds monitor tenant engagement through an annually portfolio survey and Fiera's UK arm monitors through an annual GRESB reporting process. The percentage reported above represents the percentage of properties that reported tenant engagement programs. Not all practices noted in 12.2 are implemented at all properties, however, all practices selected are in place at the percentage range selected.

The proportion noted above is as of January 1, 2019. Fiera Real Estate surveys the CORE Fund and Segregated Funds annually on sustainability practices and aligns reporting with the Global Real Estate Sustainability Benchmark (GRESB) assessment. This includes the sustainability information noted in this PRI question. As the GRESB reporting period is April-June and some sustainability data is not available until the end of Q1 for the previous year, our portfolio survey takes place after the PRI reporting period. For this reason, the response above reflects our most recent portfolio survey.

Fiera Real Estate purchased two Real Estate Investment Management companies in 2019, IAM and Palmer Capital. The above percentages relate to the property assets in Fiera Real Estate's CORE Fund and Segregated Funds and exclude the IAM and Palmer Capital managers. The percentages will be updated in 2021 once the new portfolios have been onboarded in to Fiera Real Estate management platform.

PR 13	Voluntary	Public	Additional Assessed	PRI 2
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PR 13.1

Indicate the proportion of all leases signed during the reporting year that used green leases or the proportion of Memoranda of Understandings (MoUs) with reference to ESG issues.

- >90% of leases or MoUs
- 50-90% of leases or MoUs
- 10-50% of leases or MoUs
- <10% of leases or MoUs
- 0% of leases or MoUs
- N/A, no leases or MoUs were signed during the reporting year

(in terms of number of leases or MoUs)

Fiera Capital Corporation

Reported Information

Public version

Direct - Infrastructure

PRI disclaimer

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Overview

INF 02	Mandatory	Public	Core Assessed	PRI 1-6
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INF 02.1 Indicate if your organisation has a responsible investment policy for infrastructure.

Yes

INF 02.2 Provide a URL if your policy is publicly available.

<https://www.fierainfrastructure.com/wp-content/uploads/2020/03/fiera-capital-esg-policies-summary-en.pdf>

No

Fundraising of infrastructure funds

INF 03	Mandatory	Public	Core Assessed	PRI 1,4,6
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INF 03.1 Indicate if your most recent fund placement documents (private placement memorandums (PPMs) or similar) refer to responsible investment aspects of your organisation.

Yes

INF 03.2 Indicate how your fund placement documents (PPMs or similar) refer to the following responsible investment aspects of your organisation:

- Policy and commitment to responsible investment
- Approach to ESG issues in pre-investment processes
- Approach to ESG issues in post-investment processes

INF 03.3 Describe how your organisation refers to responsible investment for infrastructure funds in fund placement documents (PPMs or similar). [Optional]

Our PPM documents reference our ESG policy and commitment to PRI. We reference consideration of ESG issues throughout all investment stages including sourcing of transactions, due diligence and as part of asset management.

No

Not applicable as our organisation does not fundraise

Pre-Investment (Selection)

INF 05	Mandatory	Public	Gateway	PRI 1
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INF 05.1

Indicate if your organisation typically incorporates ESG issues when selecting infrastructure investments.

Yes

INF 05.2

Describe your organisation's approach to incorporating ESG issues in infrastructure investment selection.

The following is a summary of the Manager's ESG implementation policies, which we seek to integrate throughout the investment cycle.

Sourcing Phase

For any investment opportunity we look at, we conduct preliminary screening to confirm the opportunity does not involve potential ESG issues that could have significant implications from a financial, legal, ethical or reputational perspective.

Due-Diligence Phase

The investment team systematically carries out a comprehensive due diligence process for any investment opportunity we look at, which includes a review of ESG risks and value creation opportunities.

Our due diligence process will generally comprise two phases. Firstly, a preliminary phase will typically include a desktop review of ESG factors, discussions with the vendor of the asset and any management team, and where possible site visits to identify potential ESG risks and value creation opportunities. Secondly, when we form a stronger conviction regarding an opportunity, we conduct a detailed due diligence review of these material ESG issues with the assistance of advisors and experts where appropriate.

Investment Decision

A summary of material ESG issues and opportunities is required to be included in the investment memorandum submitted to the Investment Committee, which is ultimately responsible for recommending the approval of the transaction. The Investment Committee's recommendation may be subject to conditions, including implementation of a corrective action plan or specific contractual provisions.

No

INF 07

Mandatory

Public

Core Assessed

PRI 1,3

INF 07.1

Indicate which E, S and/or G issues are typically considered by your organisation in the investment selection process and list up to three typical examples per issue.

ESG issues

Environmental

List up to three typical examples of environmental issues

Contamination / environmental compliance – We examine environmental contamination or compliance issues with the support of third-party experts where applicable

Generation/consumption/efficiency (conventional + renewables) – We examine energy efficiency as it is material to many energy and social infrastructure investments

We are sensitive to the greenhouse emissions of its Portfolio Investments, and has made and will continue to make significant investments in renewable energy projects

Social

List up to three typical examples of social issues

Health and Safety – Our target investment countries usually have high standards with respect to health and safety.

Responsible Citizenship – It is important that our partners will be reputable and responsible members of the communities and industries in which they live and operate.

First Nations – We invest in geographies where the rights of First Nations have generally been recognized by governments.

Governance

List up to three typical examples of governance issues

Anti-corruption and Bribery – Local partners will go through extensive background checks

Shareholder structure and rights

Board structure and composition

Selection, appointment and monitoring of third-party infrastructure operators

INF 10	Mandatory	Public	Core Assessed	PRI 4
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INF 10.1 Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party operators.

Yes

INF 10.2 Indicate your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party operators.

- Selection process of third-party operators incorporates ESG issues
 - For all third-party operators
 - For a majority of third-party operators
 - For a minority of third-party operators
- Contractual requirements when appointing third-party operators includes ESG issues
 - For all third-party operators
 - For a majority of third-party operators
 - For a minority of third-party operators
- Monitoring of third-party operators covers ESG responsibilities and implementation
 - For all third-party operators
 - For a majority of third-party operators
 - For a minority of third-party operators

No

Post-investment (monitoring and active ownership)

Overview

INF 11	Mandatory	Public	Gateway	PRI 2
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INF 11.1	Indicate whether your organisation and/or operators consider ESG issues in post-investment activities relating to your infrastructure assets.
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Yes

INF 11.2	Indicate how your organisation, and/or operators, considers ESG issues in the following post-investment activities relating to your infrastructure assets.
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- We consider ESG issues in the monitoring and operation of infrastructure
- We consider ESG issues in infrastructure maintenance
- We consider ESG issues in stakeholder engagements related to our infrastructure
- We consider ESG issues in other post-investment activities, specify

INF 11.3	Describe how your organisation, and/or operators, considers ESG issues in post-investment activities related to your infrastructure investments. [Optional]
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Ownership

We encourage the operators and management teams of portfolio companies to identify and raise material ESG issues to the relevant decision-makers, including, where appropriate, board-level individuals.

We assist our portfolio companies in the development of action plans to adequately address the identified ESG-related risks and opportunities. Where applicable, this may be part of a 100-day plan. Where appropriate and reasonable, we support our portfolio companies' efforts to report on their ESG approach and performance as related to material ESG issues. We communicate to portfolio companies our commitment to responsible investment, as well as information on our programs for partnering on ESG issues. As mentioned, we promote sharing of information across assets and platforms through group discussions and leveraging good practices and lessons learned.

No

Infrastructure Monitoring and Operations

INF 12	Mandatory	Public	Core Assessed	PRI 2
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INF 12.1	Indicate the proportion of infrastructure assets for which your organisation and/or operators included ESG performance in investment monitoring during the reporting year.
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- >90% of infrastructure assets
- 51-90% of infrastructure assets
- 10-50% of infrastructure assets
- <10% of infrastructure assets

(in terms of number of infrastructure assets)

INF 12.2	Indicate ESG issues for which your organisation, and/or operators, typically sets and monitors targets (KPIs or similar) and provide examples per issue.
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- Environmental

	List up to three example targets per issue
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Hydro – # of fish mortalities per year

Wind - # of bird/bat mortalities per year
 Hydro - # of dissolved oxygen exceedances

Social

List up to three example targets per issue

Wind – # of complaints from community
 BB Tunnel - # of customer complaints due to inconvenience (equipment out of service)
 Detention Centres – ensuring prisoners are safe, track number of equipment failures and construction deficiencies

Governance

List up to three example targets per issue

ESG Policy/Code of Conduct - # of violations
 Investment committee review of quarterly asset report outlining all project based issues for selected period
 Monthly calls and quarterly meetings with all portfolio company operators. ESG policy compliance issues are noted and tracked.

We do not set and/or monitor against targets

INF 13	Mandatory	Public	Additional Assessed	PRI 2
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INF 13.1 Indicate whether you track the proportion of your infrastructure investees that have an ESG/sustainability-related policy (or similar guidelines).

Yes

INF 13.2 Indicate the proportion of your infrastructure investees that have an ESG/sustainability-related policy (or similar guidelines).

- >90% of infrastructure investees
- 51-90% of infrastructure investees
- 10-50% of infrastructure investees
- >0% and <10% of infrastructure investees
- 0% of infrastructure investees

(in terms of number of infrastructure investees)

No

Infrastructure Maintenance

INF 15	Mandatory	Public	Core Assessed	PRI 2
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INF 15.1

Indicate the proportion of active infrastructure maintenance projects where ESG issues have been considered.

- >90% of active maintenance projects
- 51-90% of active maintenance projects
- 10-50% of active maintenance projects
- <10% of active maintenance projects
- N/A, no maintenance projects of infrastructure assets are active

(in terms of number of active maintenance projects)

Fiera Capital Corporation

Reported Information

Public version

Confidence building measures

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Confidence building measures

CM1 01	Mandatory	Public	Additional Assessed	General
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CM1 01.1 Indicate whether the reported information you have provided for your PRI Transparency Report this year has undergone:

- Third party assurance over selected responses from this year's PRI Transparency Report
- Third party assurance over data points from other sources that have subsequently been used in your PRI responses this year
- Third party assurance or audit of the correct implementation of RI processes (that have been reported to the PRI this year)
- Internal audit of the correct implementation of RI processes and/or accuracy of RI data (that have been reported to the PRI this year)
- Internal verification of responses before submission to the PRI (e.g. by the CEO or the board)
 - Whole PRI Transparency Report has been internally verified
 - Selected data has been internally verified
- Other, specify
- None of the above

CM1 02	Mandatory	Public	Descriptive	General
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CM1 02.1 We undertook third party assurance on last year's PRI Transparency Report

- Whole PRI Transparency Report was assured last year
- Selected data was assured in last year's PRI Transparency Report
- We did not assure last year's PRI Transparency report
- None of the above, we were in our preparation year and did not report last year.

CM1 03	Mandatory	Public	Descriptive	General
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CM1 03.1 We undertake confidence building measures that are unspecific to the data contained in our PRI Transparency Report:

- We adhere to an RI certification or labelling scheme
- We carry out independent/third party assurance over a whole public report (such as a sustainability report) extracts of which are included in this year's PRI Transparency Report
- ESG audit of holdings
- Other, specify
- None of the above

CM1 04	Mandatory	Public	Descriptive	General
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CM1 04.1

Do you plan to conduct third party assurance of this year's PRI Transparency report?

- Whole PRI Transparency Report will be assured
- Selected data will be assured
- We do not plan to assure this year's PRI Transparency report

CM1 07

Mandatory

Public

Descriptive

General

CM1 07.1

Indicate who has reviewed/verified internally the whole - or selected data of the - PRI Transparency Report . and if this applies to selected data please specify what data was reviewed

Who has conducted the verification

- CEO or other Chief-Level staff

Sign-off or review of responses

- Sign-off
- Review of responses
- The Board
- Investment Committee
- Compliance Function
- RI/ESG Team
- Investment Teams
- Legal Department
- Other (specify)

specify

Some representatives of the Global ESG Committee