

DEI POLICY

AlphaFixe
Capital



2024



AlphaFixe is firmly committed to promoting corporate social responsibility and access to education, notably by offering financial opportunities to young people from disadvantaged backgrounds, while fostering diversity and inclusion in its professional environment to ensure a fairer and more prosperous future for all. Recognizing the obstacles faced by certain social groups, AlphaFixe insists on respecting and valuing diversity to foster innovation and organizational success, while meeting the needs of its clients and communities.

Prepared by:

DEI Committee

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1. Preamble

At AlphaFixe, we strongly believe in corporate social responsibility and the power of education to transform lives. As an investment management firm, we recognize our privileged position within the communities in which we operate. This is why we're committed to use this position to give back to the community and open doors for young people from disadvantaged backgrounds.

We believe that every individual deserves the chance to reach their potential, regardless of their socio-economic background. It is in this spirit that we have developed our Diversity, Equity, and Inclusion (DEI) policy. Among other things, this policy aims to offer promising and motivated young talents, who might otherwise not have access to the necessary resources, the opportunity to pursue studies in the financial sector, among others. We are convinced that education is a powerful lever to address inequalities and build a more inclusive and prosperous future for all. By investing in the education of young people from disadvantaged backgrounds, we are helping to create a fairer and more balanced society. We believe that these young talents have the potential to become the leaders of tomorrow and contribute positively to their communities.

We also recognize the importance of diversity and inclusion in our industry. By encouraging the participation of young people from diverse backgrounds, we enrich not only our own company, but also the entire financial sector and perhaps even more.

This policy is also in line with AlphaFixe's commitment to providing its employees and stakeholders with a diverse, equitable, and inclusive workplace. AlphaFixe recognizes that certain social groups based on social identity, adverse socio-economic conditions, or at the intersection of various identities face daily barriers that harm the realization of their full potential within society. These barriers are reflected in a horizontal perspective, where some of these groups may find themselves over- or under-represented in certain sectors of the economy, trades, or departments. Barriers can also arise from a vertical perspective where the groups in question may be limited in terms of career advancement, working conditions or decision-making authority.

Faced with such a situation, AlphaFixe believes that it is essential to treat all people with dignity and respect, regardless of their differences. Discrimination in any form is not tolerated. AlphaFixe also recognizes that diversity of identities, perspectives, and backgrounds can foster organizational creativity, innovation, and success. That's why the work environment at AlphaFixe is inclusive; All individuals are valued, supported, and can reach their full potential. A diverse, equitable, and inclusive workplace also allows the organization to better meet the needs of its clients, partners, and the communities in which it operates.

2. Object

The purpose of this policy is to formalize AlphaFixe's approach in the development and implementation of the following actions:

- **Mission:** integrate DEI principles into the latter, including during the investment process
- **Community:** promote the advancement of diversity, equity and inclusion in the communities in which AlphaFixe operates
- **Workplace:** promote and maintain a workplace that is equitable, inclusive and respectful of differences

3. Scope of Application

This policy applies to:

- All activities of AlphaFixe
- All employees and management of AlphaFixe

4. Definitions

Equity: A principle that allows individuals to be treated according to their specific characteristics to achieve a result that is intended to be as fair as possible.

Diversity: Relates to, but is not limited to, the conditions, modes of expression, and experiences of different groups defined by gender, age, sexual orientation, Indigenous status, religion, disability, language, place of origin, ethnicity, culture, socioeconomic status, academic background, neurodiversity, and other attributes.

Inclusion: Through actions and measures, implementation of an environment where all people are respected in their uniqueness, valued equitably, and have access to the same opportunities.

5. Roles and Responsibilities

The DEI policy is the result of a concerted effort by AlphaFixe's upper management and the DEI committee. Members of the DEI committee are responsible for creating, updating, and implementing the content of this policy. They also track performance indicators and report to AlphaFixe's upper management, which support the process and approve initiatives.

6. Principles

Employee Education:

AlphaFixe recognizes that DEI is an extremely complex topic, which can be perceived and interpreted differently by each individual. For this reason, AlphaFixe is committed to implementing educational measures that will make its employees aware of the terms and issues related to EDI. These measures could include training with qualified staff, group workshops, educational content viewing, etc.

Employee Experience:

- Be inclusive by acknowledging everyone's needs through their beliefs, convictions and preferences.
- Employee engagement and recognition using information technology tools.

Hiring Process:

AlphaFixe recognizes that although it is composed of only about twenty employees, certain social groups are underrepresented within the firm. For this reason, AlphaFixe is committed to implementing measures to minimize unconscious bias when hiring new candidates. More concretely, AlphaFixe is committed to:

- Post positions publicly, on multiple platforms and in both official languages in order to reach as many potential candidates as possible.
- Identify the right person during the recruitment process, without considering factors that fall into the definition of diversity in this policy or any other factor that has no tangible impact on a candidate's ability to perform their job.
- Periodically improve the hiring process and measure its impact.

Increasing representativeness in the financial sector:

AlphaFixe recognizes that certain social groups are systematically underrepresented in the financial sector. For this reason, AlphaFixe implements measures and efforts to encourage these social groups to pursue studies and/or professional careers in the financial sector. More concretely, AlphaFixe is committed to:

- Build a support network (from elementary school to post-secondary education) to promote access to education and promote financial professions to less privileged groups.
- Promote professions in the financial sector to young people.
- Dedicate time and use AlphaFixe as a platform to mentor less privileged young people.

Investment Process:

AlphaFixe integrates environmental (E), social (S) and governance (G) issues in a systematic and quantitative manner into its investment process. Within the "S" factor, we use the following criteria to assess issuers on DEI:

- Equal Opportunity and Fair Compensation Policy
- Percentage of women in the workforce and upper management
- Percentage of visible minorities in the workforce

Suppliers

AlphaFixe recognizes the importance of identifying and working with suppliers that share the same values concerning DEI, although its use of services and products is limited. To do this, AlphaFixe is committed to:

- Promote inclusion with its current suppliers.
- Be inclusive in its procurement strategy.

Updating and assessment of the policy implementation

- After completing DEI training, each employee must sign and adhere to this policy.
- This policy is reviewed on an annual basis or more frequently as required.
- A follow-up will be done using the following indicators:
 - Percentage of employees who have received DEI training.
 - Percentage of employees who have completed an unconscious bias test.
 - Number of student scholarships awarded to students from underrepresented social groups.
 - Number of applications received when a job offer is posted.
 - Employee Engagement Score
 - Annual Employee Turnover Rate