

# Corporate Social Responsibility Statement

This Corporate Social Responsibility (CSR) statement reflects the values of First Eagle as an organization and the workplace behaviors we expect of our colleagues. Further, it demonstrates our firmwide dedication to exerting a positive influence on the communities in which we live and work, the industry in which we operate and the world at large. Evolutionary in pace, this enduring process necessitates consistent and collaborative engagement across the organization alongside coordinated action on the factors within our control.

To this end, **First Eagle is committed to being...**

## **...a responsible and ethical employer**

At First Eagle, clients come first, always. To deliver on this promise, it is incumbent upon us to cultivate a high-performance culture that attracts, develops and retains a talented, inclusive workforce, and that nurtures the individual talents of our employees while inspiring them to do their life's best work.

In our view, an organization that embraces diversity of thought and experience is better positioned to leverage new perspectives that ultimately translate into better results for our clients. As such, we have established a number of policies and practices across the human capital management spectrum to promote our Diversity, Equity and Inclusion (DE&I) goals and to ensure that First Eagle remains an equitable and appealing environment for current and prospective employees.

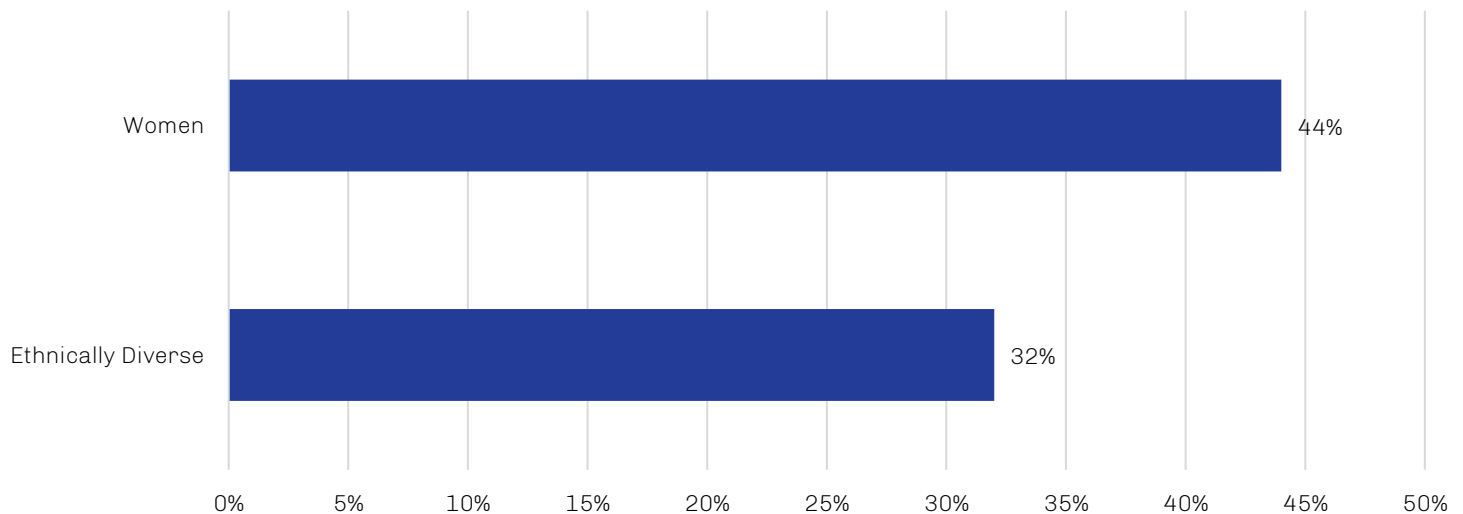
**Recruiting and hiring.** We recognize a persistent need for greater inclusion in the investment industry and have built programs specifically to advance such opportunities at First Eagle.

- Our Future Financial Leaders Program for early-career professionals is a two-year rotational program designed to provide participants with a cross-functional perspective of the investment management business, helping them develop the technical skills, resources, and personal networks essential to realizing their full potential over the long term. Candidates for this program are sourced from a number of schools, including historically black colleges and women's colleges.
- We launched a Client Service Analyst program within our Retail distribution business to attract early-career employees who aspire to a career in sales. By providing these employees with targeted mentoring and developmental opportunities—as well as a commitment to sponsor their pursuit of securities licenses—we believe the program will create a pipeline of diverse employees who can transition into more experienced sales roles over time.
- First Eagle endows an annual merit-based financial aid award for a student in Columbia Business School's Value Investing Program, which not only is aligned with our approach to investment management but also shares our commitment to the development of diverse perspectives in our industry. The Value Investing Program is a rigorous curriculum for a select group of second-year students at Columbia Business School that promotes the dynamic study and development of value investing through education, research and practitioner-academic dialogue. The scholarship subsidizes the recipient's educational expenses and includes an internship on our Global Value team and the potential to join the team following graduation.
- We have reimagined our recruitment process to ensure First Eagle remains an attractive destination for talented professionals of all experience levels and personal characteristics. We use text-analysis software from Ongig to ensure our job postings are free from implicit bias and thus encourage qualified candidates to apply regardless of gender, race, ethnicity, or other potentially prejudicial factors; we also selectively apply this software to other representational materials to ensure First Eagle's dedication to inclusiveness is accurately conveyed. To further our efforts to engage equitably with potential employees, we require our internal recruiters and external search firms to include diverse candidates in every job search. These process changes have resulted in improved representation of female and ethnically diverse candidates among our 2021 new hires, as shown below.
- First Eagle partners with HIVE Diversity, a virtual recruiting platform, that connects companies to one community of committed Next-Generation Talent. This partnership provides First Eagle a dynamic forum to access diverse candidates for available employment opportunities

## First Eagle Promotes Diverse Perspectives Among Our Employees

New Hires – Full Year 2021

### 58% of 2021 New Hires were Diverse



**Professional development.** First Eagle believes ongoing investment in our people is essential to sustaining our high-performance culture. In addition to meeting the requirements mandated by the laws and regulations to which we are subject, we offer a variety of bespoke training programs and targeted financial support to promote our colleagues' professional development.

- To identify and develop the firm's next generation of leaders, First Eagle sponsors a customized leadership development program in partnership with Columbia Business School. A group of 25 high-performing employees is chosen biannually to participate in this rigorous 18-month program designed to provide them with the training and hands-on experience needed to better understand themselves, effectively influence and inspire others, and lead the organization.
- Our Education Assistance Program reimburses the expenses of employees enrolled in accredited degree programs, taking job- or industry-related courses, and pursuing professional certifications.
- We periodically host third-party experts to conduct interactive seminars for employees at all levels of the organization, covering topics such as conscious inclusion and creating a culture of respect. External providers also administer harassment and discrimination prevention training to educate our colleagues on their collective responsibility to promote equity at First Eagle.
- We encourage employees to attend industry events as speakers, panelists and participants in order to connect with their industry peers and to enhance their individual profiles and networks. We also support engagement in industry resource and affinity groups as another way for colleagues to expand their personal networks.

**Total health and well-being.** The firm's commitment to the physical, mental and emotional welfare of our colleagues—as formalized in our Guiding Principles—empowers them to be their authentic selves at work and positions them to forge stronger connections with their colleagues, to the benefit of all First Eagle stakeholders.

- First Eagle is committed to a work environment in which all individuals are treated with respect and dignity. We expect that all relationships in the workplace will be free from bias, prejudice and harassment. Violations of this code are subject to disciplinary actions.
- Open, bilateral communication is integral to the culture and success of First Eagle. Management Committee members maintain an informal open-door policy at all times and value the discussion that results. Employee viewpoints also are solicited through a number of more formal channels, including our monthly All-Hands Meetings hosted by CEO Mehdi Mahmud, our intranet site and ad hoc surveys on specific issues impacting employees (for example, employee sentiment around post-Covid back-to-work policies and protocols).
- Our Engagement and Inclusion Council (EIC) serves as a resource and advocate for diversity, equity and inclusion (DE&I) efforts by helping to ensure all individuals feel valued, heard and empowered. Comprised of employees at all levels of the organization, the EIC seeks to identify ideas for DE&I education and programs, partner with other firms to advance industry-wide efforts, engage with non-profit partners to improve financial literacy (especially among minorities), and solicit feedback on a range of issues pertaining to the employee experience through small-group conversations across the firm. The EIC represents these viewpoints before the Management Committee and partners with Human Resources to identify and execute initiatives across our DE&I goals.

- First Eagle offers a comprehensive benefits package that we believe is among the best in our industry. While this includes standard benefits typical of competitive employers, our commitment to employee's total health and well-being extends beyond generous insurance subsidies and substantial paid time off.
  - The First Eagle benefit program has been carefully designed to offer tools and resources that help support the mental wellness of our colleagues and their families. In addition to the ongoing support available through the program, we took a number of specific measures in response to the unique challenges presented by the Covid-19 pandemic. We regularly brought in medical experts to provide employees with information about the virus. We also introduced programs to help alleviate the stress of the challenging working and personal environments that arose from the pandemic, hosting outside speakers on topics ranging from remote-working best practices to mental conditioning and resiliency.
  - Our Wellness Challenges promote physical and mental health while building camaraderie among colleagues across the organization. Top-performing teams are provided with a cash gift to be directed to the charity of their choice. In addition, we offer colleagues a 50% reimbursement (up to \$600 annually) toward a variety of gym and fitness memberships, equipment and digital applications.
  - Recognizing the importance of a healthy work/life balance, First Eagle has a generous paid time-off policy that includes vacation and unlimited sick days, volunteering and personal wellness days, floating holidays, bereavement leave, and parental and family member caregiver leave.
  - We improved our backup care program by offering employees this service for up to 10 days annually, providing our colleagues easy access to high-quality caregivers when faced with an unexpected disruption to their regular accommodations for children or other dependents. We also enhanced our employee assistance program by including resources for elder care and support during the pandemic.
  - We have partnered with Morgan Stanley to offer a Financial Wellness Program. Through complimentary financial planning consultations, live webinars and a customized digital presence, the program helps our colleagues assess their current financial picture and offers guidance around vital topics like college savings, retirement, Medicare and Social Security, and others.

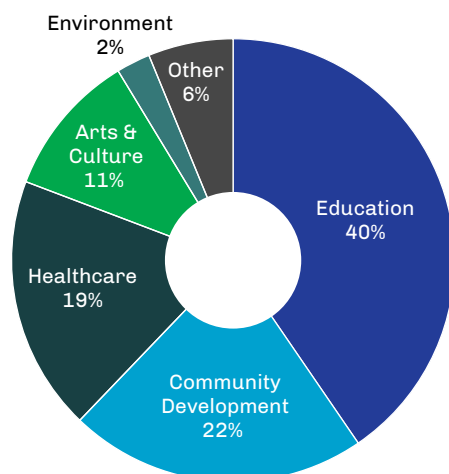
### ...a proponent of giving and good works

Through the First Eagle Investments Foundation, First Eagle promotes a spirit of philanthropic engagement from the top down by seeking ways to improve ourselves as individuals while positively impacting the community.

- The Foundation was established in 2012 to institutionalize First Eagle's longstanding charitable efforts and designed to support three primary activities: direct monetary support for a range of charitable causes and academic pursuits; collaborative, ongoing partnerships with a small number of nonprofit organizations; and creative approaches to amplifying the philanthropic engagement of our colleagues. Since 2012, the Foundation has donated more than \$8 million to organizations and causes identified as important to First Eagle employees and to the communities in which we live, work and invest.
- In conjunction with the Foundation's Board, the Advisory Council helps steer the company's charitable giving, deepen our philanthropic relationships and plan volunteering initiatives for First Eagle employees. Both the Board and Advisory Council are comprised of First Eagle colleagues. As shown below, our grantmaking is focused in five key areas: Arts & Culture, Community Development, Education, Environment and Healthcare.

### Since 2012, the FEI Foundation Has Donated Approximately \$8.4 Million

% of Grant Total by Focus Area



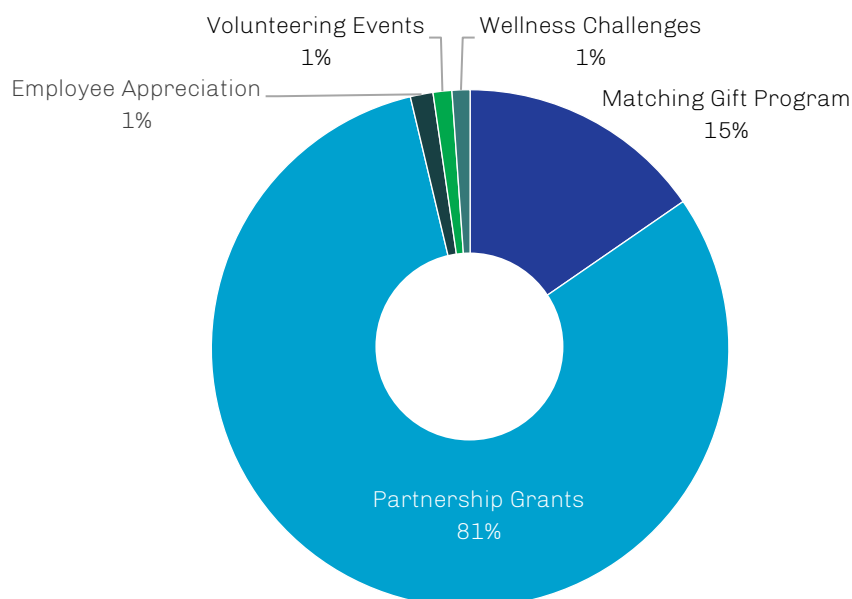
Top 15 Grant Recipients since 2012

Memorial Sloan Kettering Cancer Center
Prep for Prep
New York Cares
The Posse Foundation
SeriousFun Children's Network
Mount Sinai West
City Harvest
iMentor
Trustees of Columbia University
Make-a-Wish Foundation of Metro NY and Western NY
American Cancer Society
Museum of Modern Art
Lincoln Center for the Performing Arts
American Museum of Natural History
The Metropolitan Museum of Art

- While much of our direct monetary support goes toward the general obligations of charities, we also leverage the foundation to promote more targeted outcomes. For example:
  - We provide an annual grant to support postdoctoral fellowships at Memorial Sloan Kettering.
  - Over time, we have also looked to provide significant assistance to communities at times of acute need, especially those in which we invest or operate. In 2011, for example, we participated in the Harvard Humanitarian Initiative's efforts to assist Japan in the aftermath of the devastating tsunami. Similarly, we acted during Hurricane Sandy by organizing a volunteering effort to help New Yorkers in need and contributed to New York Cares. In 2017, we contributed to Team Rubicon and Donors Choose as these nonprofits sought to provide relief to those impacted by the Texas and Florida floods. Finally, in 2020, we gave to several Covid-19-related relief efforts including Feeding America, City Harvest and Mount Sinai.
- Our collaborative partnerships are intended to promote engaged relationships between a small group of organizations and our First Eagle colleagues.
  - In 2021, we established partnerships with five nonprofits focused on improving financial literacy in the US, particularly among minority groups: Budget Buddies, Counsel for Economic Education, Economic Awareness Council, Working in the Support of Education (WISE), and Girls Who Invest.
- Our Matching Gift Program seeks to amplify the charitable activities of our colleagues while better aligning the Foundation's priorities with theirs, achieving greater total impact in the process. In 2021, \$1 out of every \$5 committed by the Foundation was directed by First Eagle employees, and grant activity was tightly linked to employee-directed giving.
  - The Foundation awards up to \$5,000 annually to the charitable organizations of our colleagues' choice, and our program includes a number of differentiating features designed to broaden our philanthropic impact.
    - › The Foundation doubles its match on the first \$2,500 donated by each employee annually to boost the impact of colleagues with lower charitable giving budgets.
    - › The Foundation provides cash considerations to charities at which our colleagues volunteer their time; these "good citizenship hours" raise funds at a rate of \$50 per hour up to a maximum of \$2,000.
    - › The Foundation formally considers matching full or partial donations made through fundraising campaigns organized by our employees. Cycle for Survival, which seeks to raise funds to support the research of rare cancers at Memorial Sloan Kettering Hospital, is one example of this match.
    - › We recently introduced monetary-equivalent gifts in which the Foundation will match the monetary value of physical items—coats or canned food, for example—donated by our employees.

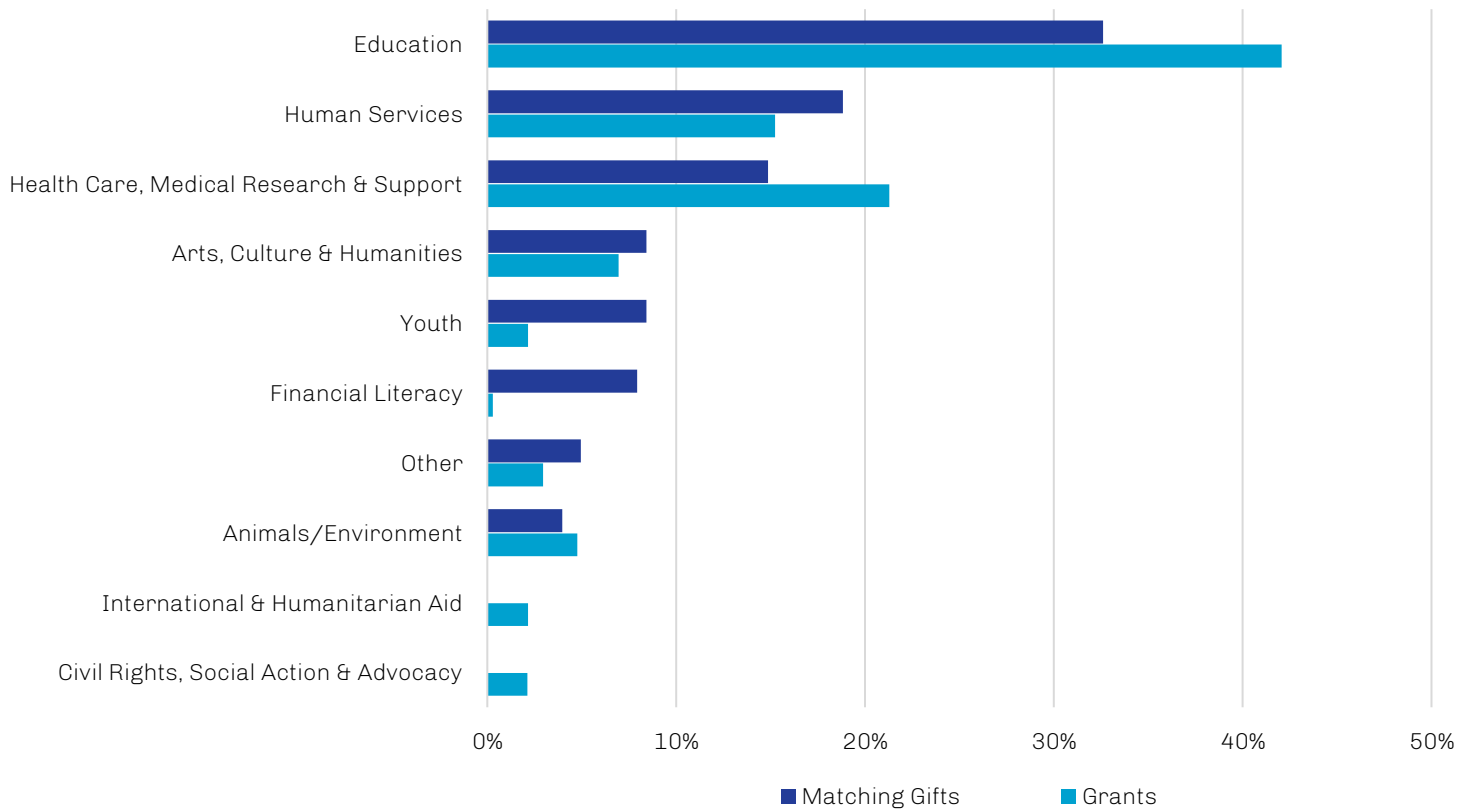
## \$1 out of every \$5 Given to Charity by the FEI Foundation Was Directed by Employees...

Full-Year 2021 Giving by Program Type



## ...And Grant Activity Was Tightly Linked with Employee Giving

Full-Year 2021 Giving by Cause



## ...an environmentally sensitive corporate citizen

First Eagle understands that our consumption of natural resources in the daily conduct of business has an effect on the environment. We believe we can help offset this impact by adopting sustainable policies and fostering an environmentally sensitive culture that positively influences the actions of our employees and the firms with which we do business.

We have taken a number of steps to mitigate our environmental footprint and are continuously seeking to improve our behaviors and disclosure conventions as best practices in sustainability evolve.

- We have numerous recycling practices embedded at our offices—paper and aluminum, for example—and seek to increase availability of in-office recycling. At the same time, we have pursued multiple strategies to reduce our resource consumption; this has included reduced availability of single-use materials in our offices, with a goal of eliminating these products entirely by 2022.
- We periodically meet with the managements of our office buildings to discuss sustainability practices, LEED status, and compliance with new and evolving federal regulations and local laws.
- Our Climate Council will drive the ongoing evolution of our sustainability practices and help socialize the concept throughout First Eagle.

## ...an agitator of the status quo

Within First Eagle's Guiding Principles is a commitment to excellence in everything we do, a sentiment that applies as much to our CSR efforts as it does to our investment activities. Over time and in close coordination with our colleagues, we will continue to evolve our corporate policies as we seek to deliver on the commitments outlined above. This CSR statement is overseen by the Management Committee and will be updated on an ongoing basis as our practices and policies evolve.

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