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; one 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 may 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 variety of schools, including The City University of New York, women’s colleges, and historically black colleges and universities. We also partner with HelloHive, a recruiting platform that connects employers with diverse next-generation talent.

- **We launched a Client Service Analyst program** within our US Wealth Solutions team to attract early-career candidates 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—the program is designed to create a pipeline of diverse employees who can transition into more experienced sales roles over time.

- **Our 10-week Summer Internship program** based in New York provides undergraduate students from diverse backgrounds the opportunity to develop hands-on investment management experience and to learn about the inner workings of the industry.

- **First Eagle endows an annual merit-based financial aid award** for a student in Columbia Business School’s Value Investing Program. 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. It is well-aligned with our investment management philosophy and shares our commitment to the development of diverse perspectives in our industry. 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 new hires in recent years, as shown on the following page.
First Eagle Promotes Diverse Perspectives Among Our Employees

Hiring Diversity Statistics

- **2019**: Women 34%, Ethnically Diverse 24%, Diverse 51%
- **2020**: Women 24%, Ethnically Diverse 18%, Diverse 35%
- **2021**: Women 32%, Ethnically Diverse 32%, Diverse 44%
- **2022**: Women 38%, Ethnically Diverse 42%, Diverse 61%

Ethnically diverse includes colleagues who identify as Black or African American, Hispanic or Latino, Asian, or two or more races.

Headcount Diversity Statistics

- **2019**: Women 30%, Ethnically Diverse 24%, Diverse 45%
- **2020**: Women 29%, Ethnically Diverse 25%, Diverse 46%
- **2021**: Women 31%, Ethnically Diverse 27%, Diverse 48%
- **2022**: Women 32%, Ethnically Diverse 30%, Diverse 50%

Ethnically diverse includes colleagues who identify as Black or African American, Hispanic or Latino, Asian, or two or more races.

**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 the training and hands-on experience needed to better understand themselves, effectively influence and inspire others, and lead the organization.
In addition, our financial wellness programs leverage one-on-one consultations, webinars and digital tools to help colleagues assess their current personal financial condition and provide guidance around topics such as college savings, retirement, Medicare and Social Security.

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 action.

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 discussions that result. Employee viewpoints also are solicited through a number of more formal channels, including our All-Hands Meetings hosted by CEO Mehdi Mahmud, our intranet site and ad hoc surveys on specific issues impacting our colleagues (for example, employee sentiment around post-Covid back-to-work policies and protocols).

Comprising employees from all levels of the organization, our Engagement and Inclusion Council (EIC) serves as a resource and advocate for our DE&I efforts by helping to ensure all colleagues feel valued, heard and empowered. The EIC seeks to identify ideas for DE&I education and programs, partner with other firms to advance industry-wide efforts, engage with nonprofits in programs that promote financial literacy across diverse groups, and solicit internal feedback on a range of issues pertaining to the employee experience. The EIC represents these viewpoints before the Management Committee and partners with Human Resources to identify and execute initiatives across our DE&I goals.

The First Eagle benefits program has been carefully designed to offer tools and resources that help support the total health and wellbeing of our colleagues and their families, and we believe our comprehensive offering is among the best in our industry.

- First Eagle recognizes the importance of a healthy work/life balance, and we have established a range of policies intended to help our colleagues achieve it. Our paid-time-off policy includes a generous allotment of vacation days and unlimited sick days, as well as time that can be used for volunteering and personal wellness or as floating holidays. We also offer robust, fully paid disability leave and parental and family-member caregiver leave. In addition, our flexible bereavement leave policy allows colleagues time to grieve the death of loved ones, however they may define them.

- To help employees navigate a variety of challenges—such as balancing conflicting needs, goal setting and resilience—wellness and life coaching benefits are included in our Employee Assistance Program.

- We offer colleagues a 50% reimbursement (up to $600 annually) toward gym and fitness memberships, equipment and digital applications. We hold annual health and wellness fairs at each of our larger office locations and partner with physiological experts to provide onsite stretching and yoga sessions. We also sponsor company wellness events offsite, including private bootcamps, yoga and cycling classes.

- Our dependent backup care service provides colleagues easy access to high-quality caregivers—for up to 10 days annually—when faced with an unexpected disruption to the regular accommodations for their children or other dependents. This benefit is also available for employees who need in-home pet care. Resources for elder care and educational tutoring are included in our Employee Assistance Program.

- In addition, our financial wellness programs leverage one-on-one consultations, webinars and digital tools to help colleagues assess their current personal financial condition and provide guidance around topics such as college savings, retirement, Medicare and Social Security.

...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 $9.7 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 composed 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 $9.7 Million

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<tr>
<th>% of Grant Total by Focus Area</th>
<th>Top 10 Grant Recipients</th>
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<tr>
<td>Financial Literacy 9%</td>
<td>Memorial Sloan Kettering Cancer Center</td>
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<tr>
<td>Arts &amp; Culture 10%</td>
<td>Trustees of Columbia University</td>
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<td>Healthcare 35%</td>
<td>Prep for Prep</td>
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<tr>
<td>Education 36%</td>
<td>Boys &amp; Girls Clubs of America</td>
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<td>Community Development 6%</td>
<td>City Harvest</td>
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<td>Environment 4%</td>
<td>Girls Who Invest</td>
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<td>Mount Sinai Hospital</td>
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<td>New York Cares</td>
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<td>SeriousFun Children’s Network</td>
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<td>St. Luke’s Roosevelt Hospital Center</td>
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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.
- We have provided 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 organized a volunteering effort in 2012 to help New Yorkers in need following Hurricane Sandy while also contributing 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 Medical Center.

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 diverse groups: Women’s Money Matters, Counsel for Economic Education, Economic Awareness Council, Working in the Support of Education (WISE) and Girls Who Invest.
- First Eagle also joined 26 other financial firms in The Equity Collective, a consortium of companies committed to the education, empowerment, and development of the next generation of diverse industry leaders.

Our external partnerships have given us the opportunity to identify candidates for internships and other entry-level opportunities.

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 2022, $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 2022 Giving by Program Type

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

Full-Year 2022 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 limited availability of single-use materials in our offices.

• We periodically meet with the managements of our office buildings to discuss sustainability practices, LEED (Leadership in Energy and Environmental Design) status, and compliance with new and evolving federal regulations and local laws.

• Our Climate Council helps drive the ongoing evolution of First Eagle’s sustainability practices and the education of our colleagues about these concepts.

...an advocate and driver of progress

First Eagle's Guiding Principles include 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.