



1. PURPOSE

Fiera Capital Corporation (“**Fiera Capital**”) recognizes that diversity of thought and perspective fuels Fiera Capital’s ability to create innovative investment solutions and to efficiently allocate capital, fostering sustainable prosperity for all of Fiera Capital’s stakeholders. Fiera Capital believes that a diverse and inclusive culture, both in the boardroom and within its workforce around the world, contributes to the prosperity of all of Fiera Capital’s stakeholders. This document represents Fiera Capital’s policy with regards to the diversity of its Board of Directors (the “**Board**”).

2. POLICY STATEMENT

Fiera Capital endorses the principle that the Board should have a balance of skills, experience and diversity of perspectives appropriate to Fiera Capital’s business. Fiera Capital’s Nominating and Governance Committee (the “**Governance Committee**”) is responsible for identifying qualified individuals to become Board members, assessing the Board’s composition and recommending, for approval by the Board, candidates for nomination and election or re-election by shareholders, or for appointment to the Board between annual meetings of shareholders, subject to the director nomination rights that certain shareholders may be entitled to under contractual agreements or Fiera Capital’s constating documents.

When identifying suitable nominees for nomination and election or re-election to the Board, the Governance Committee will consider candidates based on merit against objective criteria, including skill level, abilities, personal qualities, educational qualifications and professional experience, taking into account independence requirements and diversity considerations, such as (but not limited to) gender, age, ethnicity, religious or cultural background and geographical location. With a view to enhancing Board diversity, the Governance Committee has adopted the following practices:

- When recruiting new candidates for director, search protocols will extend beyond the networks of existing Board members and will include diversity considerations.
- In the event that a search firm is engaged to help identify candidates for appointment to the Board, it will be specifically directed to account for diversity considerations.
- In the event the Governance Committee maintains an ongoing list of potential director candidates, the Governance Committee will ensure that such list appropriately reflects diversity considerations.

Fiera Capital believes promotion of diversity is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate for director in light of the needs of the Board and Fiera Capital's business as a whole without focusing on a single diversity characteristic and, accordingly, has not adopted specific Board diversity goals.

3. COMPLIANCE

The Governance Committee measures compliance with this policy as part of its annual evaluation of the Board. More specifically, the Governance Committee's periodic evaluation of the Board will be conducted with a view to identifying imbalances or gaps, as well as opportunities that may be associated with further diversification.

4. REVIEW

The Governance Committee reviews this policy periodically and recommends to the Board any changes to this policy. This policy is dated and effective as of April 13, 2022.