

Diversity, Equity & Inclusion



CONTENTS

Scope	2
Our commitment to D&I	3
DE&I policy statement	4
Company responsibilities	4
Diversity monitoring	5
Recruitment and selection	5

1. Scope

This Charter outlines Natixis Investment Managers' approach to Diversity, Equity & Inclusion, our beliefs and mission in this key area and the scope of the policies introduced globally and locally for our employees. These apply to all employees of Natixis Investment Managers.

We want all our employees to feel they can "bring their whole unique selves to work." Understanding what we mean by diversity, equity and inclusion is key to enabling our employees to create an environment that supports this goal.

How DE&I can help drive growth

- **Leadership** – leading by example: more diverse thinking, innovation, and better decision making
- **Talent** – attract and retain diverse talent to drive innovation and future growth
- **Clients** – better fit with increasingly diverse customers and their values
- **Investors** – better firm performance and lower risk

What do we think or believe are the key attributes of DE&I?	
Diversity	<ul style="list-style-type: none">• The variation in backgrounds, attitudes, values, beliefs, experiences, behaviors, and lifestyle preferences with respect to gender, race, ethnicity, nationality, language, age, mental and physical abilities and characteristics, sexual orientation, education, religion, socioeconomic roles, personality traits, and ways of thinking.• Diversity is about recognizing the similarities and differences across people and communities. It should be reflected in the way we recruit and retain people, and in how we attract and form valuable relationships with our clients.
Equity	<ul style="list-style-type: none">• Acts or practices that provide an equitable and fair distribution of resources (jobs, income, opportunities, access to information, etc.). Such acts and practices enable all employees, including those from underrepresented groups, to be respected and appreciated for their talent.
Inclusion	<ul style="list-style-type: none">• Inclusion is about creating the right environment for our people to work together to deliver excellence for our clients and to support, respect and value each other. An inclusive culture is critical for the firm to achieve its goals and objectives on behalf of our staff and our partners.

2. Our commitment to Diversity, Equity & Inclusion



Our overall global workforce is currently 42% women



including **30%** of investment professionals

26% of portfolio managers

26% of executive and senior management

At Natixis Investment Managers, we are actively committed to building a diverse and inclusive workforce and culture. As a global asset manager with nearly 20 independent investment affiliates and an investment approach based on Active Thinking, diversity and diverse thinking is at the heart of everything we do.

We work continuously to create an environment that promotes diversity, equity and inclusion in all its forms, across gender, race, religion, sexual orientation, disability, ethnicity and background. We believe this creates equal opportunities for our employees, as well as better engagement – and better outcomes for our clients and communities. We have a growth mindset, and an agility of thought and innovation, which are critical to developing and sustaining a strong culture.

"A diverse and inclusive workforce challenges conventional thinking and creates a more dynamic and rewarding working environment. This enables employees to learn from each other and challenge their own beliefs."

Tracey E. Flaherty, Senior Vice President, Global Head of Corporate Social Responsibility and Public Affairs

Our culture

We are dedicated to fostering a culture of collaboration, diversity, equity and inclusion that supports employee growth, and we are deeply committed to strong corporate governance.

Natixis Investment Managers recognizes its talented and diverse workforce as a key competitive advantage. Our business is a reflection of the quality and skill of our people. We are committed to seeking out and retaining the finest talent to ensure top business growth and performance.

Managing diversity benefits individuals, teams, and our company as a whole, as well as our clients. We recognize that each employee brings their own unique capabilities, experiences and characteristics to the workplace.

Natixis Investment Managers believes in treating all people equally, and with respect and dignity. We strive to foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences.

We are committed to employing the best people to do the best job possible. We recognize the importance of reflecting the diversity of our clients and markets in our workforce. The diverse capabilities that reside within our talented workforce allow us to anticipate and fulfill the needs of our diverse clients around the world by providing the highest quality products and solutions. Our diverse culture also promotes innovation – and makes us more creative, flexible, productive and competitive.

*As of May 2022

3. DE&I policy statement

Natixis Investment Managers is committed to supporting diversity and to creating an inclusive culture. We recognize the potential that all people bring to the workplace.

Our business is about people. That means we strive to ensure the well-being of our employees and to create an environment responsive to different cultures and groups in all our interactions with employees, clients, visitors, suppliers, contractors, shareholders, investors and the communities in which we operate. We value diversity; we believe it to be important to business success and integral to achieving our strategic objectives.

Our employees have the right to be treated with respect and dignity throughout their employment – and not to be discriminated against in any way. We have a zero tolerance policy to bullying, harassment, victimization and racism of any kind.

We seek to achieve higher standards than the minimum set out in legislation, and we will proactively encourage a culture that supports diversity and equal opportunity.

4. Company responsibilities

Actively support and promote diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect.

Strive continually to provide employees with a working environment that is free from all forms of discrimination.

Ensure that managers work in partnership with employees to create and sustain an inclusive working environment where everyone's unique contribution is valued.

Ensure that decisions affecting employment, training, promotion and career development are based on an individual's ability.

Comply with relevant legislation by requiring all employees to meet the minimum standards of behavior and conduct in relation to how they treat their colleagues and other people they have contact with as part of their work with Natixis Investment Managers.

Regularly review the policy and its practical application and continue to make any updates toward identifying and eliminating any potentially discriminatory practices.

Provide employees and managers with the appropriate information and training on diversity and inclusion in the workplace.

Make adjustments to meet the needs of disabled employees, visitors and clients where reasonable and practical.

Ensure all internal publications and material reflect, in the language and images, the diversity of our employees and clients.

Provide investment products, solutions and services to our clients without any form of unlawful discrimination and/or harassment.

5. Diversity monitoring

To get an accurate picture of Natixis Investment Managers and to identify any inequalities, we will aim to collect, on a voluntary basis, individual personal information on the diversity of potential recruits and existing employees.

Our intention is to issue staff surveys and encourage all existing staff to complete these, if possible. The objective is to be able to provide everyone with the appropriate support groups and help they may need, and employees' assistance to do that is critical.

All personal data is held securely and processed in compliance with the Data Protection Act, the General Data Protection Regulation (GDPR) and any Codes of Practice that have been issued by the Information Commissioner or relevant bodies in respective countries.

6. Recruitment and selection

As a global firm, Natixis Investment Managers recruits people from all around the world.

We believe that our employees from different cultural, racial, linguistic and national backgrounds provide us with the valuable knowledge for understanding complex global markets – and also help us to better support our clients wherever around the world.

We have established programs that provide opportunities to identify talented individuals from ethnic and other under-represented backgrounds for recruitment. Our end goal for them is to become high-achieving professionals, while we invest in pipeline opportunities for high-performing employees from all backgrounds and demographics.

Just as important, we aim to inspire promising candidates to pursue a career in asset management and build a career with us.

To expand those efforts, we have created a scholarship program for university students from under-represented minority groups, which we hope will help bring diversity to our industry and contribute to our talent pool.

Scholarships will be granted to two students with a demonstrated financial need and we will support and develop the students through internships and mentoring from our team.

ATTRACTING THE NEXT GENERATION OF TALENT

For example, one of our recent initiatives is the Natixis Scholarship Program. The financial industry historically has not done enough to attract diverse talent from an early age. A focus of our diversity, equity & inclusion program is to develop a pipeline of diverse talent early enough so they receive the academic training and internship experience needed to succeed in the financial industry.

Natixis Global Scholarship Program

This program helps us develop a pipeline of candidates and provides hands-on experience within the financial services industry in France, the United Kingdom, and the United States.

France

Sciences Po

Sciences Po is an international research university, ranking among the finest institutions in the fields of humanities and social sciences. The program is designed to help up to five students for three to five years with scholarships and tuition fee waivers.

Supporting and Mentoring

Students receive academic support for Sciences Po's courses and teaching methods, as well as tutoring, mentoring, and internship opportunities.

United Kingdom

Haringey Community Gold and London Academy of Excellence

The program creates a partnership between Natixis Investment Managers, Haringey Community Gold and London Academy of Excellence Tottenham (LAETottenham) help first generation students from low-income communities to get into university. Two students who have demonstrated financial need receive a scholarship to help them pursue a degree and/or career in business or related field. This \$10,000 commitment is renewable for up to four years.

Supporting and Mentoring

The program includes 1:1 support and mentoring, leadership training, and placement in a Natixis IM internship.

➤ To learn more: Visit: im.natixis.com

This material is provided for informational purposes only and should not be construed as investment advice.

Natixis Distribution, LLC is a limited purpose broker-dealer and the distributor of various registered investment companies for which advisory services are provided by affiliates of Natixis Investment Managers.

Natixis Distribution, LLC and Natixis Advisors, LLC are located at 888 Boylston Street, Suite 800, Boston, MA 02199-8197. • im.natixis.com