

Diversity & Inclusion Charter



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1. Scope

This Charter outlines Natixis Investment Managers' approach to Diversity & 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 and inclusion is key to enabling our employees to create an environment that supports this goal.

How D&I can help drive growth

- **Leadership** – more diverse thinking, innovation, and better decision making
- **Talent** – attract and retain 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 D&I?

<p>Diversity</p>	<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 situation, marital status, social 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.
<p>Inclusion</p>	<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 under-represented groups, to be respected and appreciated for their unique contributions and be fully integrated into the informal networks of an organization. • Inclusion is about creating the right environment for our people to work together to generate growth for Natixis, 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 & Inclusion

At Natixis Investment Managers, we are actively committed to building a diverse and inclusive workforce and culture. As a global asset manager with more than 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 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.

Diversity is a business imperative at Natixis. Our multi-affiliate business model is built on our belief that leveraging many different ideas and perspectives leads to better results for our clients. Attracting and developing diverse talent is crucial to our long-term success, so our commitment to advancing diversity and inclusion in our offices and communities is an important part of our focus on sustainability.

Jean Raby, CEO of Natixis Investment Managers

Our culture

We are dedicated to fostering a culture of collaboration, diversity 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.

For example, we have set out clear objectives and commitments to increase the number of women employees at all levels of the firm by the end of 2020, and beyond.

Our overall global workforce* is currently 41% women – including 29% of our investment professionals, 26% of portfolio managers, and 23% of executive and senior management. This compares favorably to many of our peers, but we are focused on continuing to improve. Additionally, women take up 50% of our trainee and work-study positions available.

*As of the end of 2019.



Our overall global workforce is currently 41% women

including **29%** of investment professionals

26% of portfolio managers

23% of executive and senior management

3. D&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 towards 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. Employee responsibilities

Familiarize themselves with these policies and act in accordance with Natixis Investment Managers' commitment to diversity and inclusion at all times.

Not discriminate in any way against colleagues and others they have contact with as part of their work with the firm. Treat everyone with respect and help create an environment that is free from all forms of discrimination and/or harassment.

Be sensitive to the potential impact of their behavior on colleagues, clients, visitors, suppliers and contractors.

Work in partnership with managers to create and sustain an inclusive working environment, in which everyone's unique contribution is valued.

Co-operate with managers to eliminate any discriminatory practices and/or harassment that may be identified.

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 will be creating 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 who are majoring in business, and we will support and develop the students through internships and mentoring from our team. We will pilot this program in the US, where we can build on existing university partnerships and mentoring programs, and look to expand to other locations.

A closer look at our recruitment process

Natixis Investment Managers endeavors to attract applicants from all sections of society and we strive to reflect the diversity of the communities in which we operate. We will ensure fair treatment through the recruitment process. This includes:

- Checking that job descriptions are relevant and non-discriminatory.
- Ensuring that the wording and images used in job advertisements reflect and appeal to all sections of society and comply with the law.
- Seeking a diverse pool of qualified candidates for each position.
- Ensuring that all roles are available to internal candidates.
- Short-listing only those people whose skills and qualifications most closely match the job description.
- Asking fair, objective and consistent questions during interviews.
- Keeping records of the recruitment and selection process, including interviews.
- Monitoring recruitment and selection to ensure equality of opportunity throughout the process and taking steps to eliminate any discriminatory practices.

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 & 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.

7. Promotion and career development

Decisions in respect of promotions and career development focus on skills and talents rather than assumptions based on the differing diversity characteristics.

Natixis Investment Managers rewards excellence, and all employees are promoted based on their performance as individuals and for their contribution to their team and the overall business. Our objective is to ensure everyone responsible for staff receives diversity and inclusion training to ensure employees under their stewardship are treated fairly and evaluated objectively.

We have clearly defined succession planning in place for all senior management and key roles across the firm.

8. Training

It is our intention that all employees undergo diversity and inclusion training. Training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

The role of training is to improve performance in the job, to develop skills and to prepare individuals for other roles and responsibilities. As with promotion and career development, decisions in respect of who is trained and how that training will be facilitated will be based on individual development needs and not on age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation.

If an employee has a disability, Natixis Investment Managers will make reasonable adjustments to accommodate individual requirements. Where possible a range of training options will be used, such as e-learning and regional seminars, to ensure that everyone has equal access to training irrespective of disability, location or working hours.

Training material will aim to reflect, in the language and images, the diversity of our employees and clients.

Shared values leadership training

To foster an inclusive environment, we must encourage a shared understanding of our common ground while still celebrating our differences. To support that effort, we have been incorporating values-based leadership training into our global leadership development program, which helps managers to appreciate the differences in our cultures and use that knowledge to understand and avoid personal biases.

We will be expanding this program to all associates, with an additional emphasis on ethnic/racial diversity. The program will use a personal values assessment to help associates understand their own values and how they align with those of their peers and Natixis, encouraging mutual understanding and respect.

9. Reward and benefits

We aim to create an inclusive benefits package for all staff. Decisions in respect of reward are not based on assumptions of age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion, belief or sexual orientation, or indeed any other non-relevant criteria.

Our aim, where appropriate, is to participate in Gender and Ethnicity/Racial Pay Gap surveys, where we are required to do so by local law or regulation.

10. 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 different countries.

11. Employee concerns

Employees have the right to be treated with dignity and respect and to work in an environment where they can feel confident to raise any concerns they may have. If an employee believes they are being bullied, harassed or victimized, they should raise their concern to their local HR representative or external reporting agency in the first instance.

More information on all our policies may be found in staff handbooks and on the intranet or via HR. Employees can also raise concerns via any Whistleblowing Policy, the details of which are found in Compliance Manuals or other similar documents locally, and which may also be located on the intranet. Some countries will have their own specific laws or guidelines with which we have to comply.

Every concern is taken seriously. Managers will work with employees to quickly investigate them with sensitivity. Where appropriate, they will seek to resolve matters informally.

If an employee behaves in a discriminatory manner or bullies, harasses or victimizes another employee, client, visitor, supplier or contractor, appropriate action will be taken. This also applies to actions that have taken place outside of normal working hours and affect the working environment or could potentially influence the firm's reputation.

12. Corporate and social responsibility

Natixis Investment Managers recognizes there are distinct demographic groups that have long been disadvantaged. We understand that racism, ageism, sexism and other forms of discrimination are potential problems for our firm and society as a whole.

We are committed to tackling cultural stereotypes both within and outside our organization. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures for future incidents.

As a multi-affiliate firm, with more than 20 underlying asset managers around the world, our corporate and social responsibility policies apply to the Natixis Investment Managers federation, and not directly to affiliates. However, we have introduced clear guidelines and implementation programs that all affiliates are able to utilize.

Natixis Investment Managers combats discrimination in the wider community through partnerships with community-based groups. We work closely with charities and not for profit organizations around the world, examples of which are below. On an exceptional basis, as with the 2020 global Covid-19 pandemic, or with the social justice program, the firm and employees contribute to selective institutions including those nominated by staff globally.

Additionally, we partner with external initiatives such as **#100blackinterns** in the UK, which was launched in 2020 as a direct consequence to the Black Lives Matter responses to the tragedies in the US.

We're committed to supporting our communities

Giving back and supporting local and human services charities is a foundational part of our culture. We believe that it is our civic responsibility to help improve the quality of life in the communities where we live and work. Through **Together for Better**[®], our global philanthropic program, we actively collaborate with local charities and organizations to strengthen our communities.

We also offer our employees paid time off for skills-based volunteering, and fully match employee donations to local non-profit and charity organizations, up to any locally agreed maximum amount.

(Continued)

Corporate and social responsibility (continued)



IN THE US, WE SUPPORT:

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> • The Home for Little Wanderers • Ellis Memorial • Pine Street Inn • St. Francis House | <ul style="list-style-type: none"> • Strong Women Strong Girls • Boston Medical Center • Elizabeth Stone House • La Clinica | <ul style="list-style-type: none"> • Invest in Girls • Best Buddies • United Way |
|---|---|---|

IN FRANCE:

The approach to charitable giving is less well recognized in France than in some other countries, but is constantly evolving, for example with recent salary rounding and donor management system initiatives. The firm has developed a giving strategy related to the Covid-19 pandemic, where staff are encouraged to support three initiatives through personal donations and Natixis will match 100% of these donations:

- | | | |
|---|--|--|
| <p>“All united against the virus” which mobilizes the Fondation de France, the AP-HP and the Institut Pasteur – concrete support for the purchase of medical equipment, research, especially on a vaccine.</p> | <p>The Samu Social de Paris which responds to the needs of homeless people whose situation has worsened since the beginning of confinement.</p> | <p>Action Contre la Faim which operates in 50 countries to fight against the virus – distribution of sanitary kits, access to water, strengthening of local health structure.</p> |
|---|--|--|

IN THE UK:

- | | |
|--|--|
| <ul style="list-style-type: none"> • Providence Row | <ul style="list-style-type: none"> • Inspire! |
|--|--|

IN ASIA:

- The Mission for Migrant Workers (Hong Kong)

13. Diversity bodies

Natixis Investment Managers is a **leader in D&I policies and practices globally** and has supported or partnered with many external organizations, including the **UN PRI (Women's Empowerment Principles)**, and the **G7 Investor Leadership Network** in partnership with the CFA Institute.

Our commitment to diversity is driven by our CEO and led by diversity champions with representation from across the firm. The Global D&I Steering Group, headed by our Global Head of D&I, is responsible for ensuring that our diversity policies are articulated in the day-to-day running and the strategic direction of our company. The International D&I Committee comprises people from the UK, France and Hong Kong, and supports and oversees all diversity initiatives outside the US. In the US, the D&I Advisory Council operates to support all US-based employees.

We also provide internal Employee Resource Groups (ERGs) including the Women in Natixis Network (WiNN), Multicultural and Diversity Engagement group (MADE), Adults Building Leadership Experience (ABLE), Latinos and Friends (LaF), LGBTQ/Pride/All Equals Group, while we are now actively looking at creating a Disability ERG, initially in London but which can be rolled out globally in due course.

Where relevant and practicable, we will "globalize" these ERGs to ensure all staff are able to participate in their regions.

Diversity Dialog Program – many of our staff have asked for help facilitating discussion with their colleagues about diversity issues. To support that effort and foster greater understanding, we are collaborating with global experts in guiding these "courageous conversations" to work with our teams in the context of their local cultures. Some of our sales and leadership teams have been the first to participate, and we will expand this virtual learning program globally.

The Diversity Project

In the UK, we have now signed up to become formal partners of the Diversity Project, the most widely recognized and respected diversity initiative in the asset management industry since the Project was launched in 2016.

The purpose of this group is to accelerate progress towards an inclusive culture in our industry; it is a cross-company initiative championing a more inclusive culture within the savings and investment profession. Their mission statement is as follows:

"We believe that we have an extraordinary opportunity to press the reset button in our industry: to recruit, nurture and retain the first truly diverse generation of savings and investment professionals.

That generation will themselves perpetuate diversity in our industry; we are looking to break one cycle and create another. If we are successful, in the next four years:

1. Our businesses will better reflect both society at large, and the individuals who trust us with their money.
2. Our people will create better financial outcomes to benefit our diverse savers and investors.
3. We will attract more interest in the industry, with a pipeline of diverse talent.

Diversity is not only our social obligation, it is a business imperative."

Additionally, we partner with other external entities including:

- **#100blackinterns** in the UK, which was launched in 2020 as a direct consequence of the Black Lives Matter responses to the tragedies in the US, and where we will be taking a black student into a front line investment role in 2021.
- **LGBT Great**, where we became members in September 2020. This group helps facilitate our LGBTQ efforts around the world, provides opportunities to engage with other member organizations, improves our awareness of current issues, provides benchmarking and measurement tools to track progress, and helps position Natixis as an LGBT-inclusive organization.
- **Pluribus**, a specialist global D&I consultant with whom we and Natixis Bank have been working throughout 2020 on a project to further develop and enhance our thinking in the D&I arena. They are committed to supporting individuals, teams and organizations to create an environment where everyone feels listened to, valued, respected and included so they can fulfill their full potential.

(Continued)

Diversity bodies (continued)

Diversity practices

Natixis Investment Managers provides a safe and pleasant environment for our employees and a range of options and support that includes:

- Flexible working arrangements
- Maternal and paternal leave (and family care in the US)
- Employee network and support groups
- Open communications
- Childcare assistance
- Mentoring programs
- Unconscious Bias and Busting Biases training

14. We're dedicated to moving forward together

We believe these Diversity and Inclusion policies and initiatives, which will be constantly reviewed and enhanced, will make a difference in our goal to create a more diverse and inclusive environment where the best talent comes to thrive. However, the most crucial element of our success, beyond any program, is our staff, and we are confident that given the overwhelming support and engagement that you have shown so far, we can make meaningful strides together.

➤ To learn more, contact us as follows: [Visit: im.natixis.com](https://im.natixis.com) [Call: 800-225-5478](tel:800-225-5478)

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