

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. We have established a number of policies, practices and initiatives across our human capital management organization to promote diversity of thought and experience 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 diversity, equity and inclusion (DE&I) in the investment industry and have built programs and practices to advance such opportunities at First Eagle.

- Our Future Financial Leaders program is a two-year rotational opportunity 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 as well as through our partnership with HelloHive, a recruiting platform that connects employers with diverse next-generation talent.
- Embedded within our US Wealth Solutions team, our Client Service Analyst program attracts 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 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.
- Through our partnership with Girls Who Invest, a non-profit organization dedicated to increasing the number of women in portfolio management, a rising college junior participates in a summer internship hosted by one of our investment teams.
- As a practice, we are committed to interviewing candidates from a wide range of backgrounds and experience for every job search.
- We use text-analysis software from Ongig to ensure our job postings are free from implicit bias and that other selected representational materials adhere to First Eagle's dedication to inclusiveness.

Professional development. We prioritize ongoing investment in our talent. 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.

- In partnership with Columbia Business School, we have designed a customized leadership program to develop the firm's next generation of leaders. High-performing employees are identified to participate in this rigorous biannual program designed to help them better understand themselves, effectively influence and inspire others, and lead the organization.
- We host third-party experts to conduct interactive seminars that have been offered to employees from all levels of the organization, covering topics such as how to have hard conversations about race and creating a culture of respect.
- We offer ongoing adversity tolerance and mindset training to all employees to enhance their understanding of neutral mindset habits that can improve their performance, personal and professional relationships, and overall well-being.
- Open to all colleagues, our mentorship program cultivates employee development and engagement.
- We encourage employees to attend industry events as speakers, panelists and participants to connect with their peers and enhance their individual profiles and networks.

Total health and well-being. The firm's commitment to the physical, mental and emotional welfare of our employees—as formalized in our Guiding Principles, our public commitments and our robust employee benefits—empowers them to be their authentic selves at work and positions them to forge stronger connections with their colleagues, to the benefit of all our stakeholders. We strive to create a work environment in which all individuals are treated with respect and dignity.

Commitment to open communication. The positive impact diversity of thought and experience can have on an organization is diluted if barriers prevent it from being shared freely across the organization.

- Employee perspectives are solicited through a number of channels, including our All-Hands Meetings hosted by CEO Mehdi Mahmud, employee focus groups and our biannual employee engagement survey, as well as ad hoc surveys on specific issues impacting our colleagues.
- Comprising employees from all levels of the organization, our Engagement and Inclusion Council (EIC) serves as a resource and advocate for our DE&I goals by helping to ensure all colleagues feel valued, heard and empowered. The EIC is focused on community, allyship and awareness through four workstreams: Human Capital, Environment and Culture, External Relationships and Engagement.
- Partnership Committee members maintain an informal open-door policy and value the discussions that result.

Optimized benefits package. The First Eagle benefits program has been carefully designed to offer tools and resources that help support the total health and well-being of our colleagues and their families.

- 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.
- Annual health and wellness fairs are hosted at each of our larger office locations and include health screenings. We also partner with physiological experts to provide onsite stretching and yoga sessions.
- Our paid-time-off policy includes additional time that can be used for volunteering and personal wellness.
- As part of our commitment to support a diverse and inclusive environment, our medical program offers an enhanced family-planning benefit that provides access for same-sex couples and childbearers without partners.
- First Eagle recognizes that there are many ways to build a family. We offer employees an adoption-assistance benefit as well as paid leaves following the birth of a child (including via surrogacy) as well as the adoption or fostering of a child.
- Our back-up dependent care service provides colleagues easy access to high-quality caregivers when faced with an unexpected disruption to the regular coverage for their children, other dependents and pets.
- We offer wellness and life-coaching benefits to support colleagues in their effort to balance conflicting needs, set goals and maintain resilience.
- Employees receive a gym and fitness reimbursement toward memberships, equipment and digital applications.

- We sponsor company wellness events offsite, including private bootcamps, yoga and cycling classes.
- Our dynamic work model provides employees flexible work opportunities to maximize productivity and business outcomes.

External engagement. We believe that advancing our DEI goals requires engagement with other likeminded organizations, and we seek to connect with such businesses such that our collective efforts are amplified.

- We are a signatory of the CFA Institute DEI Code, reflecting our commitment to drive greater diversity, equity and inclusion in the investment industry.
- Through CEO Action for Diversity, we joined more than 2,500 organizations in pledging to advance diversity and inclusion in the workplace.
- With The Equity Collective, a consortium of 27 other wealth and asset management companies, we are committed to the education, empowerment and development of the next generation of diverse leaders in the industry.
- We were honored to be recognized among the 2023 "Best Places to Work in Money Management" by Pensions & Investments.

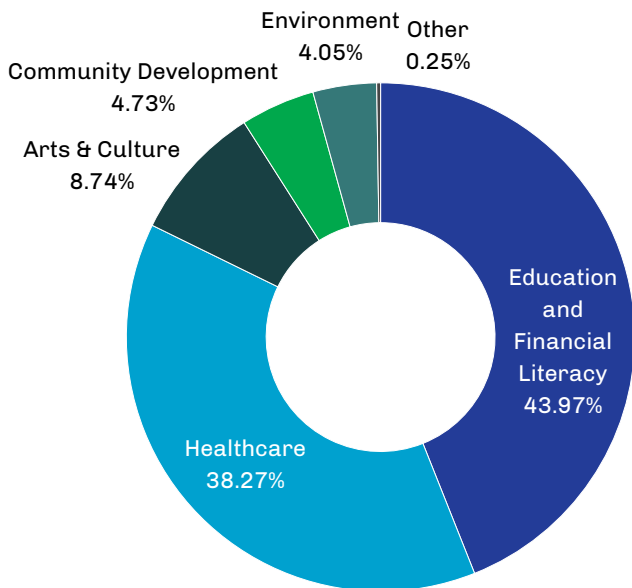
...a proponent of giving and good works

Through the First Eagle Investments Foundation ("the 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 \$11.5 million to organizations and causes identified as important to First Eagle employees and to the communities in which we live, work and invest.

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 \$11.5 Million



Top Education and Financial Literacy Grant Recipients

Prep for Prep
Girls Who Invest
The Posse Foundation
iMentor Incorporated
Women's Money Matters
Economic Awareness Council
Council for Economic Education
Working in Support of Education (Wise)

Financial support. While much of our direct monetary support goes toward the general obligations of charities, we also leverage the foundation to promote more targeted outcomes. Every year, for example, we provide a grant to support postdoctoral fellowships at Memorial Sloan Kettering Cancer Center. In addition, we have provided significant assistance to communities at times of acute need, especially those in which we invest or operate. For example:

- 2011: We participated in the Harvard Humanitarian Initiative's efforts to assist Japan in the aftermath of the devastating tsunami.
- 2012: We organized a volunteering effort to help New Yorkers in need following Hurricane Sandy while also contributing to New York Cares.
- 2017: We contributed to Team Rubicon and Donors Choose to aid these nonprofits in their efforts to provide relief to those impacted by floods in Texas and Florida.
- 2020: We gave to several Covid-19-related relief efforts, including Feeding America, City Harvest and Mount Sinai Medical Center.
- 2022: We donated to the German Red Cross in support of humanitarian efforts in Ukraine.

First Eagle also donates to numerous nonprofit cultural organizations that are important to employees and to the communities in which we live and work. These include the Carnegie Hall Society, Lincoln Center for the Performing Arts and WNET. In addition, our partnerships with the below museums in New York, Boston and Chicago enable our employees to visit free of charge:

- American Museum of Natural History
- Metropolitan Museum of Art
- Museum of Modern Art
- Boston Children's Museum
- Museum of Fine Arts in Boston
- Art Institute of Chicago
- The Field Museum

Collaborative partnerships. Our collaborative partnerships are intended to support two goals: to promote engaged relationships between a select group of organizations and our First Eagle colleagues, and to identify potential candidates for internships and other entry-level opportunities.

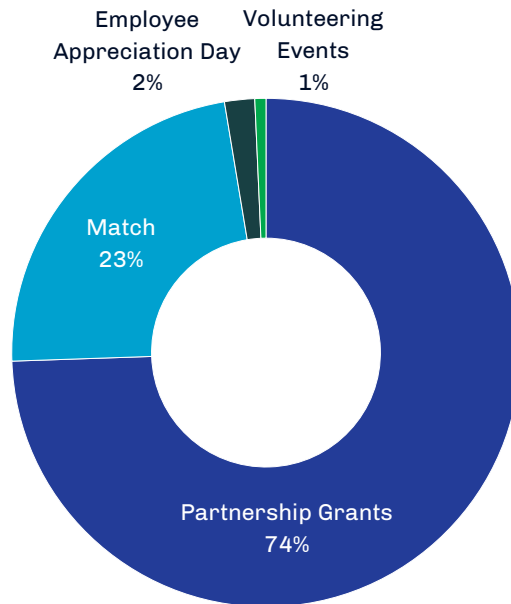
- In 2021, we established partnerships with five nonprofits focused on improving financial literacy in the US, particularly among diverse groups: Women's Money Matters, Council for Economic Education, Economic Awareness Council, Working in Support of Education (W!se) and Girls Who Invest.
- In recognition of our ongoing effort to promote economic empowerment through financial literacy, First Eagle in 2023 was honored by W!se at its annual gala.
- First Eagle continues to be a member of The Equity Collective, a consortium of companies committed to the education, empowerment and development of the next generation of diverse industry leaders. As part of this initiative, FEI Foundation supports the Boys & Girls Clubs of America and Team Impact.
- We launched a "Month of Giving" in 2022 to provide employees with a range of in-office and offsite volunteer opportunities. In 2023, we expanded the effort into a "Season of Giving" in which we hosted six events across our offices in New York, Boston and Chicago. Through our partnership with NY Cares, we fulfilled 250 Winter Wishes letters for children in need and donated numerous coats to New Yorkers.

Employee philanthropic engagement. Our Matching Gift Program seeks to encourage and amplify the charitable activities of our colleagues while better aligning the Foundation’s priorities with theirs, achieving greater total impact in the process.

- In 2023, \$1 out of every \$4 committed was directed by First Eagle employees, and grant activity was tightly linked to employee-directed giving.
- The Foundation matches up to \$5,000 per calendar year in contributions that an FEI employee makes to eligible charitable organizations or educational institutions. Eligible donations include individual gifts, campaign matches, monetary-equivalent gifts and good citizenship hours.
- 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.
- We offer monetary-equivalent gifts to match the monetary value of physical items—coats or canned food, for example—donated by our employees.
- Cash considerations are made 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.
- We celebrate “Employee Appreciation Day” annually by providing \$100 grant certificates that can be donated to an eligible charity of the employee’s choice through the Foundation.
- Full or partial donations made through fundraising campaigns organized by our employees may also be considered for a monetary match. Cycle for Survival, which seeks to raise funds to support the research of rare cancers at Memorial Sloan Kettering Cancer Center, is one example of this match. Over the last 10 years First Eagle has helped raise approximately \$240,000 for Cycle for Survival.

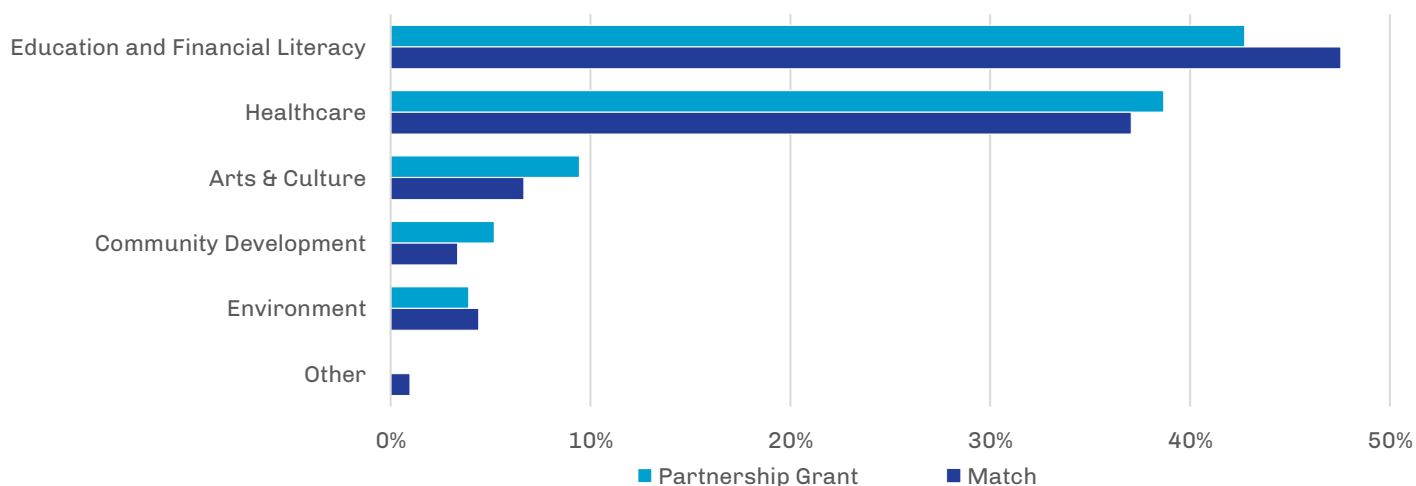
\$1 out of every \$4 Given to Charity by the FEI Foundation Was Directed by Employees...

Full-Year 2023 Giving by Program Type



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

Full-Year 2023 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 steps to mitigate our operational 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 and seek to increase the availability and use of in-office recycling. For paper and aluminum, for example, we have pursued multiple strategies to reduce our consumption; this has included limited availability of single-use materials in our offices. In 2023, we adopted composting programs at three of our US office facilities.
- We have long-standing practices to optimally manage our electronic waste. Working with selected vendors, we are committed to the secure destruction and recycling of our retired electronic equipment. Through these services, our IT team coordinates the disposition of electronics across all of our office locations to ensure that usable equipment is reused and/or donated to high-need areas.
- We periodically meet with the managements of our office buildings to discuss their sustainability practices, LEED (Leadership in Energy and Environmental Design) status, and compliance with new and evolving federal regulations and local laws, and to ensure that we are considering all programs available to us.
- In our flagship office in New York City, we built and maintain a private bicycle room for First Eagle employees who prefer to cycle to the office.
- In 2021, we formed a Climate Council, an employee-led working group whose purpose is to evaluate and act on opportunities to mitigate our climate impact and physical-related climate risks to our business. They drive the ongoing evolution of First Eagle's sustainability practices and the education of our colleagues about these concepts. One of the team's key initiatives was establishing First Eagle as the first asset manager to become a financially supporting member of the United Airlines' Eco-Skies Alliance program. This commitment is designed to facilitate broader adoption of sustainable aviation fuel (SAF), a lower-carbon alternative to conventional jet fuel derived from renewable sources or waste byproduct.

...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 members of the Partnership Committee and will be updated on an ongoing basis as our practices and policies evolve.

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