

Stakeholder Engagement Policy

I. PURPOSE

The Board of Directors (the “**Board**”) of the Concordia Inter-generational Fund (the “**Fund**”) the investment arm of Concordia University (the “**University**”) believes in the importance of open and constructive dialogue with its stakeholders in realizing its sustainability vision. To facilitate such engagement, this stakeholder engagement policy (the “**Engagement Policy**”) outlines how the Board intends to engage with the Fund’s stakeholders.

II. COMMUNICATIONS WITH STAKEHOLDERS

The Board believes that regular and constructive communication is an important part of creating an open, candid and productive dialogue with the Fund’s stakeholders. On-going and open communication and information sharing helps the Board to continuously learn and refine the Fund’s strategies.

The Fund’s engagement is an ongoing process throughout the year. The Nomination and Governance Committee (the “**Committee**”) and the Board and management actively engage in discussions regarding the Fund’s programs and take into account stakeholder feedback. Through these discussions, they gain insights into key focus areas that emerge, allowing for a continuous learning process.

ENGAGEMENT CHANNELS

In the regular course of business, a number of tools are used by the Fund to engage its stakeholders. For instance:

Stakeholders	Main Topics	Engagement Channels
Members, University and University’s Board of Governors	Economic outcomes Risk management Information-sharing Sustainability	<p>The Fund recognizes the importance of reporting and transparent communication of its activities to its members and the University.</p> <p>Annual Report - The Fund’s Annual Report contains relevant information regarding its mission, activities, finances, investments policies and corporate governance which is essential to assess the Funds performance as well as its objectives.</p> <p>Annual Members Meeting & One on one meetings - Such meetings allow for bidirectional communications where stakeholders may raise any concerns, state their views and submit suggestions.</p> <p>Report to the University’s Board of Governors and Senate - At least annually, the Board Chair presents a formal report on the Fund’s activities to the University’s Board of Governors and Senate.</p> <p>Progress Updates – Updates are made available on a periodic basis, through the Fund’s website or other medium.</p> <p>Website - The Fund’s website contains valuable information on the Fund’s activities, including relevant policies.</p>

Stakeholders	Main Topics	Engagement Channels
Donors	Economic outcomes Risk management Information-sharing Sustainability	<p>The Fund recognizes the importance of reporting and transparent communication of its activities to the Donors of the University given that such donations are often transferred to the Fund for investment purposes.</p> <p>Annual Report - The Fund's Annual Report contains relevant information regarding its mission, activities, finances, investments policies and corporate governance which is essential to assess the Funds performance as well as its objectives.</p> <p>Progress Updates – Updates are made available on a periodic basis, through the Fund's website or other medium.</p> <p>Website - The Fund's website contains valuable information on the Fund's activities, including relevant policies.</p>
Students and alumni	Economic outcomes Information-sharing	<p>The Fund believes in the benefits of open communication with University's students and alumni, providing diversity of experiences, knowledge and points of views.</p> <p>Student Sustainability Committee(s) – Committees provide a forum for the Funds and members of the Concordia community to make recommendations to exchange on sustainable investment opportunities.</p> <p>Annual Report - The Fund's Annual Report contains relevant information to allow University's students and alumni to better understand the role of the Fund and its focus.</p> <p>Website - The Fund's website contains valuable information on the Fund's activities, including relevant policies.</p>
Investment Managers	Economic outcomes Risk management Information-sharing Sustainability	<p>Due Diligence - Performing due diligence on investment managers is an important process that the Fund undertakes as part of its engagement efforts. This process involves assessing the capabilities, track record, and alignment of investment managers with the Fund's objectives and requirements.</p> <p>Voting and Engagement - Where investments are held through a segregated account mandate or a public equity fund in which the Fund is the only investor, the Fund may require the investment manager to engage with the management and boards of equity issuers on sustainability considerations in order to communicate the Fund's views on sustainability issues, in accordance with its Voting Guidelines that are made available through the Fund's website. The Fund encourages investment managers to engage with portfolio companies on all aspects of sustainability and ensure they remain sustainable over the long run.</p>
Fund's Portfolio Companies	Economic outcomes Risk management Information-sharing Sustainability	<p>Collaborative Approach - Given its mission, philosophy and relations with the companies it holds in its portfolios, the Fund firmly believes in taking a collaborative approach with them. The Fund communicates directly, or through its investment managers, with the board of directors or officers of its portfolio companies to discuss any areas of concerns.</p> <p>Voting Guidelines - The Fund also exercises its right to vote at shareholder meetings in accordance with its Voting Guidelines that are made available through the Fund's website.</p>
Local Communities	Community outreach through donations	Engagement with local communities is an essential aspect of a Fund's activities, and one way to establish connections is through

Stakeholders	Main Topics	Engagement Channels
		<p>community outreach initiatives, including donations, to support local organizations, projects, or initiatives that align with the Fund's mission and values.</p> <p>Annual Report - The Fund's Annual Report contains relevant information to allow communities to better understand the role of the Fund and its focus, as well as the impact it may have on local communities.</p> <p>Website - The Fund's website contains valuable information on the Fund's activities, including relevant policies.</p>
NGOs, Organizations, and Expert Institutions (e.g. PRI)	Sustainability / ESG	<p>The Fund regularly engages in discussions with relevant organizations regarding broader environmental, social, and governance topics, including inclusion and diversity, key community initiatives, environmental programs, and enterprise risk management.</p> <p>Corporate conferences - Corporate conferences allow the Fund to forge partnerships, gain insights, and collaborate on sustainable investing initiatives.</p> <p>Affiliations & Collaborations - The Fund represents the interests of its stakeholders through active participation in industry and business associations.</p> <p>Meetings with Organizations - Engaging in discussions, building relationships, and establishing connections can facilitate the exchange of information, identification of compatible goals, and alignment of engagement efforts.</p>

ROLES AND RESPONSIBILITIES

The Committee is responsible for overseeing this Engagement Policy and to make recommendations to the Board in this respect.

The Board Chair assumes the leadership of stakeholder communications and act as the key liaison between the Board and the Fund's various stakeholders, and delegate any such responsibilities to the President or any other officer of the Fund, as the Board Chair deems appropriate.

The Board Chair has been designated by the Board as its agent to receive and review communications and meeting requests addressed to the Board. Other officers of the Fund may also assume certain responsibilities in this respect, as the Board or the Committee deems appropriate.

The Fund's Treasurer (or any other administrator hired for the day to day management of the funds) will endeavor to respond to all appropriate correspondences or requests in a timely manner. When appropriate, the Fund's Treasurer reports to the Committee, which then reports to the Board on stakeholder communications.

Stakeholders of the Company may communicate with the Board by mail (marking the envelope "Confidential") or email as follows:

Mailing Address

Concordia Inter-generational Fund
Attn. Treasurer
1455 de Maisonneuve West, GM-700
Montreal, QC H3G 1M8

Email Address

cuf-reporting@lists.concordia.ca

REVIEW OF THE POLICY

The Committee will review this policy every three years and at such other times as it considers appropriate, and recommend any changes to the Board for its approval.

The Board will review and assess the recommendation of the Committee, and shall make such changes to this Engagement Policy which it deems necessary or appropriate.

The Board adopted this Engagement Policy on November 10, 2023.