



LIVING OUR VALUES

# Diversity, Equity & Inclusion

Burgundy has long embraced the idea that having a diversity of thought across the firm enhances our capacity to generate excellent returns for our clients. In 2022, Burgundy established its Diversity, Equity, and Inclusion (DEI) Council. The Council, comprised of senior leaders and employees from across the firm, engages in discussions about developments in the DEI space, sharing employee feedback, generating ideas, and exchanging insights around best practices.

In today's rapidly evolving investment landscape, the importance of prioritizing curiosity and fostering different perspectives continues to grow in relevance. Achieving success here requires an adaptive approach and, as a learning organization, Burgundy's approach to DEI is naturally linked to our continuous education initiatives. Some of these learnings require an inward perspective, with our employees engaging in self-assessments, mentorships, and other personal growth efforts. Other learnings are more outwardly focused. For instance, through our partnerships with organizations like [Connected North](#), Burgundy is seeking to better understand the experience of Indigenous communities in Canada. Burgundy is also concentrating our efforts on how we can make incremental improvements to the finance industry at large, as demonstrated through our work on underrepresentation.

## Learning More About One Another

### PrinciplesUs, Mentorship, and Employee Wellbeing

This year, Burgundy endeavoured to focus our attention on self-discovery and mutual understanding. After some research, we decided that [PrinciplesUs](#) would be an effective tool for this work, finding its PrinciplesYou Assessment cast a wider net than the average personality test. All Burgundy staff participated, receiving insight into their leadership style, interpersonal dynamics, and strategies for overcoming challenges. The real benefit of this tool was that it encouraged mutual understanding. Since the PrinciplesUs platform was accessible to all employees, they were able to compare their results against those of their colleagues. By initiating discussions among participants, this exercise helped to promote greater empathy and understanding. By celebrating our differences, we are reminded that these differences contribute to our collective strength. The PrinciplesUs tool is also used to help develop our managers. It has been a great conversation starter for our mentor program and a useful tool in effectively working through our differences.



PrinciplesUs is one of many efforts Burgundy has undertaken to build strong connections at the firm. Throughout the year, we dedicate time and resources to in-house mentorship programs, monthly lunches, and educational presentations.

Our “Day in the Life” lunch and learns give staff the opportunity to gain insight into various departments, sparking great conversations and shedding light on future opportunities for those considering transitioning to a different department. (All job openings are posted internally, providing staff members the opportunity to apply).

Our panel discussions are another way we invite connections among our people. For International Women’s Day in 2023, we hosted a panel called “In Their Shoes,” which was led by Burgundy’s Anne Mette de Place Filippini, CIO, Jennifer Dunsdon, Head of Client Experience, and Julie Cordeiro, Chief Administrative Officer & General Counsel. This panel gave us insight into the experience of these three women while encouraging others to share their perspectives. We also leverage the power of storytelling by interviewing our people and spotlighting these conversations on our Intranet, deepening our understanding of each other.

Our multicultural potluck lunch brings together dishes from all over the world. Through a shared passion for food and a celebration of our heritage, this event strengthens our connections. We also host monthly lunches, where individuals from different departments can share a meal and build relationships.

Finally, we believe it is important to provide Burgundy employees with access to mental health resources. In June 2023, we hosted an in-person session with guest speaker Dr. Ariel Dalfen, who provided guidance on “Getting the mental healthcare you need.” Dr. Dalfen is the co-founder of [BRIA](#), a virtual care service for women struggling with mental health issues across reproductive life stages.

These various offerings help our people continue to learn about others, while better understanding themselves in the process.

## Learning More About Our History and Charting a Course Ahead

### Book Club, Scholarships, Partnerships

Reflection and understanding our past helps us move forward. Recently, Burgundy’s staff book club read *21 Things You May Not Know About the Indian Act*. This provided a platform for participants to discuss and share insights from this important and relevant text. Additionally, a small group attended a talk at the Rotman School of Management, featuring the book’s author, Bob Joseph.

Following last year’s conversation with [Chief Yellow Bird and Terry Munro](#), Burgundy (through support from the Burgundy Legacy Foundation), funded scholarships to the [Onion Lake Trust Fund & The Ozija Thiha Education Trust](#). The Onion Lake Education Trust Fund (OLETF) was established by Onion Lake Chief and Council to encourage post-secondary students through incentives, scholarships, and awards now and in the future. The Ozija Thiha Education Trust (OTET) was established by Bearspaw Chief and Council to assist in the educational development of Bearspaw members with a view for them to complete their education at the trades, college, and university levels as well as obtain a profession, trade, or skill that will benefit them individually and, in turn, benefit the Bearspaw Nation as a whole.

Burgundy continues its partnership with [Taking It Global](#) and Connected North, which offer interactive virtual learning experiences to Indigenous students and teachers in remote communities. Through our work with Connected North, Burgundy designed “How to Think Like a Business Owner,” a course covering the concepts of equity, borrowing (good debt vs. bad debt), and starting a business. The course explores the

elements that contribute to long-term business success including concepts such as competitive advantages, industry leadership, and understanding the needs of customers. Designed to connect the passion, interests, and unmet needs of students in these communities, this educational session seeks to inspire future career paths and fields of study.

## Learning More About Our Industry:

### Underrepresentation in Finance

By continuing our work on underrepresentation in our industry, we believe that we are planting seeds for the future and creating opportunities for many high school and university students who may have self-selected out of finance. This year, Burgundy's efforts were manifold, including participating in a resume and interview preparation panel at the [ICON](#) Exploration Summit, supporting [Junior Achievement World of Choices](#), and hosting a workshop on quality-value investing for [Girls-E-Mentorship \(GEM\)](#). In addition to having our staff volunteer as mentors, Burgundy continued its support of GEM by donating two scholarships to its students.

After noticing that few women were applying to our investment internship program, we began investigating why. Through our research, we discovered there was a correlation between joining investment clubs and receiving the exposure required to compete for jobs in finance. We found women were not receiving the same opportunities to join these clubs as their male counterparts. To help solve this problem, we formed the Burgundy Women in Investing Club (BWIC), which celebrated its fifth year in 2023. Through the BWIC, we have built a community for women where they can learn, ask questions, grow their confidence, and discover more about quality-value investing. We continue to see our engagement work pay dividends through our highly successful investment internship program. In the seven years of our investment internship program, we have hired five full-time candidates, three women and two men. Most recently, [Julie Tanna](#) made the transition from intern to

Investment Analyst in November 2023 when she joined Burgundy's Fixed income team.

## Helping Our Community

Burgundy provides opportunities for our people to volunteer and give back to others. In March 2023, representatives from Burgundy went to a high school in Toronto and one in Vancouver to teach Junior Achievement's "Dollar and Sense" financial literacy program. In the fall, we had a group volunteer with [Conservation Clean Up Toronto](#), where they collected 145 pounds of litter along the Sherway Trail. Creating a culture where we focus on the needs of others plays a big part in supporting our employees' mental health, widening their perspective, and fostering a sense of community responsibility.



## Onward

We remain humble in our journey, acknowledging that transformational progress requires time and constant learning. We also appreciate that the responsibility for this work sits with each of us at Burgundy and requires a commitment at both the corporate level and the individual level. By implementing these education initiatives, we are supporting the wellbeing of our employees, inspiring connection, and promoting for positive change within the organization, the community, as well as across the broader industry. Importantly, we believe our efforts to improve DEI at Burgundy will lead to improved investment results for our clients. **B**

## LIVING OUR VALUES

# Philanthropy & Community

As many of our clients know, Burgundy has a long-standing tradition of celebrating a culture of giving, and it is with this spirit that we present the philanthropy portion of this report.

## Philanthropy at Burgundy

We have spoken before about the inspiration Burgundians draw from one another. Our employees lend their time and skills to causes close to their hearts, volunteering through a variety of charitable causes and community events. Burgundy also seeks to amplify the philanthropy of our people through our employee donation matching program. By contributing to the causes that resonate with them, all Burgundy employees can enhance their giving through this initiative. In 2023, more than 55% of employees participated in Burgundy's Donation Matching Program.

## An Update on the Burgundy Legacy Foundation

In [last year's Corporate Sustainability Report](#), we introduced the [Burgundy Legacy Foundation \(BLF\)](#). Established in 2020 as a platform for philanthropy, the BLF inspires a better world by advancing philanthropy and supporting the generosity of Burgundy's employees, clients, and company. Through this focused platform, we aim to promote and facilitate philanthropic endeavours that align with the values of Burgundy, rooted in the fundamental principles of responsibility, knowledge, and community.

### Private Giving Program

This year, the BLF introduced a Private Giving Program, which is comprised of a donor-advised fund (DAF) platform. The Private Giving Program provides a simple and convenient platform to support Burgundy's clients' philanthropic needs and interests. Individuals and families may establish a Private Giving Fund with a



charitable contribution to the BLF, receive an immediate tax receipt, and then recommend grants from the Fund over time. This has become a popular option for those who may find the set-up, governance, and reporting duties of a private foundation too onerous.

## Community Investment

### Back on the Bike

In last year's Corporate Sustainability Report, we spoke about Burgundy's participation in the [Ride to Conquer Cancer](#) , the largest cycling fundraiser in Canada. We are pleased to share that this year, 28 Burgundy team members showed up to take part in the ride. With donations for our riders, including the help of Burgundy's Co-Founder Richard Rooney, our team raised nearly \$450,000 in support of the Princess Margaret Cancer Foundation.

### Fighting Food Insecurity

With increasing challenges nationally with the rising cost of food, many Canadians are feeling the strain. To help combat food insecurity, several donations have been made on behalf of Burgundy and its clients in support of [Food Banks Canada](#)  and [Second Harvest](#) .

Food Banks Canada works "coast to coast to maximize the efforts of more than 4,750 food banks and community organizations, investing in, championing, and supporting their important work." Second Harvest, Canada's largest food rescue organization, seeks to provide direct hunger relief to those in need while also working to reduce food waste.

Apart from donating dollars, members of Burgundy have taken a more hands-on approach to giving back to this worthy cause. In the fall, a group of Burgundians packed food items into Food Bank Care Kits, which were sent to support [Youth Without Shelter](#) , an emergency residence and referral agency serving homeless youth. **B**



## Disclaimers

This report is presented for information purposes only and should not be taken as investment advice, a recommendation, or an offer of solicitation. This update does not consider unique objectives, constraints, or financial needs. The information contained in this report is the opinion of Burgundy Asset Management Ltd. (“Burgundy”) and/or its employees as of the date of publication. Burgundy assumes no obligation to revise or update any information to reflect new events or circumstances, although content may be updated from time to time without notice. Content provided in this piece includes proprietary information of Burgundy Asset Management Ltd. and is intended for the recipient only. This report is not to be distributed without consent from Burgundy. Investors are advised that their investments are not guaranteed, their values change frequently, and past performance may not be repeated. Any forward-looking statements are based on historical events and trends and may differ from actual results. Under no circumstances does any commentary provided suggest the market should be timed in any way. Investing in foreign markets may involve certain risks relating to interest rates, currency exchange rates, adverse tax consequences, regulatory, and economic and political conditions.

Select securities are used as examples. Any numerical references are approximations only. The list of companies and discussion topics presented is not a comprehensive list and is provided to illustrate Burgundy’s investment philosophy and approach to evaluating ESG factors. Any holdings described here do not represent all securities purchased, sold, or recommended for advisory clients or held in an entire Burgundy strategy. Because Burgundy’s portfolios make concentrated investments in a limited number of companies, a change in one security’s value may have a more significant effect on the portfolio’s value. A full list of securities is available upon request.

Securities of the Canadian pooled funds managed by Burgundy will not be sold to any person residing outside Canada unless such sales are permitted under the laws of their jurisdiction. Burgundy provides investment advisory services on a discretionary basis to non-Canadian persons and investors (including U.S. persons) where permitted by law.

Regarding distribution in the United Kingdom, the content of this communication has not been approved by an authorised person within the meaning of the UK Financial Services and Markets Act 2000. This communication is provided only for and is directed only at persons in the UK reasonably believed to be of a kind to whom such promotions may be communicated by an unauthorised person pursuant to an exemption under article 49 of the Financial Services and Markets Act 2000 (Financial Promotion) Order 2005. Such persons include (a) bodies corporate, partnerships and unincorporated associations that have net assets of at least £5 million, and (b) trustees of a trust that has gross assets (i.e. total assets held before deduction of any liabilities) of at least £10 million or has had gross assets of at least £10 million at any time within the year preceding this communication. This communication is not intended for, nor available to, any organization that does not meet these criteria, or to whom it may not be lawfully communicated, and any such organization must not rely on this communication.

## Toronto

Bay Wellington Tower,  
Brookfield Place,  
181 Bay Street, Suite 4510  
PO Box 778, Toronto ON M5J 2T3

Main: (416) 869-3222

Toll Free: 1 (888) 480-1790

Fax: (416) 869-1700

## Montreal

1501 McGill College Avenue  
Suite 2090, Montreal QC H3A 3M8

Main: (514) 844-8091

Toll Free: 1 (877) 844-8091

Fax: (514) 844-7797

## Vancouver

999 W Hastings Street,  
Suite 1810, PO Box 33  
Vancouver, BC V6C 2W2

Main: (604) 638-0897

Toll Free: 1 (833) 646-6807

### Contact:

[info@burgundyasset.com](mailto:info@burgundyasset.com)

[burgundyasset.com](http://burgundyasset.com)

**BURGUNDY**  
ASSET MANAGEMENT LTD.