



News Release

TIR Hires Justin Fier as Managing Director, Head of Impact Strategy

A Veteran Forest Investment Executive and Recognized ESG and Impact Leader

> Atlanta, Georgia, December 15, 2021

Timberland Investment Resources, LLC (TIR) announced today the hiring of Justin Fier, an experienced investment executive and a globally recognized leader on environmental, social and governance (ESG) and impact engagement, to serve as the firm's first Managing Director, Head of Impact Strategy. Fier's unique blend of expertise in impact investing, impact management, sustainable forestry, and fund management adds a significant dimension to the future direction of TIR.

In his new role, Fier will be responsible for identifying, developing, and executing impact management strategies for existing and new investment activity. Among other things, this will include spearheading new product development with a focus on the myriad of impact opportunities available within forestry and the forest investment sector – the goal being to further position the firm as a thought-leader in the rapidly growing field of impact investing.

"We could not be more pleased to have Justin join TIR in this capacity because we have ambitions to be recognized as a leader in sustainability and ESG-focused forest investment management," said Mark Seaman, President and Chief Investment Officer of TIR. "Justin has the skills and experience to lead our efforts to develop new products and services that have a strong environmental and social impact dimension," he continued. "He also is well-suited to refine our ESG policy, operational and measurement frameworks, which will not only help us better implement our core investment strategy, but also extend it in ways that create new sources of value for our clients."

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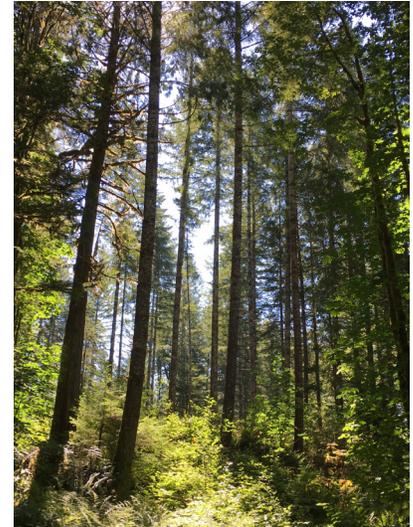
Mark Seaman, President and Chief Investment Officer of TIR



Fier will be based in the firm's corporate headquarters in Atlanta, Georgia. He comes to TIR from Pacific Community Ventures – a community development financial institution based in Oakland, California – recognized as one of the most experienced impact investment specialists in the United States. As Managing Director of the organization's Research and Consulting practice, he led a team focused on developing and implementing customized impact-investment strategy and measurement frameworks for institutional investors and fund managers, including clients like the California Public Employees' Retirement System, Baillie Gifford, the Egyptian-American Enterprise Fund, the Kresge Foundation, the MacArthur Foundation, Nuveen, the Sierra Club Foundation, and Trinity Church Wall Street. Fier's team regularly published field-building research, including *The Impact Due Diligence Guide*, *Economically Targeted Investments by U.S. Pension Funds*, and *Defining and Measuring the Creation of Quality Jobs*.

Prior to Pacific Community Ventures, Fier led the African forestry specialty firm, Couloir Global Investors. Also, earlier in his career, Fier was a Senior Consultant with the Minneapolis-based institutional investment consulting firm, Jeffrey Slocum & Associates (now part of Mercer), which provided advisory services for clients that oversaw \$125 billion of invested and investable assets. As a senior member of the firm's Endowment and Foundation team, he managed many of the firm's relationships with its nonprofit clients. During his tenure, Fier also created and managed Slocum's responsible investment team, which oversaw ESG integration, impact investing and thematic investing in sectors such as alternative energy, water security, microfinance, green infrastructure and sustainable agriculture and forestry. Prior to that assignment, Fier headed up non-U.S. Equities research for Slocum over a number of years.

Fier holds a BA in Economics from St. John's University and an MBA with honors from the University of Chicago's Booth School of Business.



For More Information

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About Timberland Investment Resources, LLC

Founded in 2003, TIR is a leading timberland investment management organization. It invests in working forests and related assets on behalf of institutional investors. Its global clientele includes pension funds, foundations, university endowments and charitable organizations. Based in Atlanta and with major regional offices in Charlotte, North Carolina and Boston, Massachusetts, and an affiliate office in London, the firm currently manages more than 800,000 acres valued at more than \$1.6 billion in the U.S. Southeast, Northeast, Midwest and Pacific Northwest. TIR is independently owned and operated by its executive management team.

> To learn more about TIR visit: tirllc.com