



## Triasima Portfolio Management Inc.'s Brochure supplement (for American Investors)

March 19, 2024

### Item 1: Cover Page

**André R. Chabot**

Triasima Portfolio Management Inc.  
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**This brochure supplement provides information about André R. Chabot that supplements the Triasima's Portfolio Management's Brochure. You should have received a copy of that brochure. If you have not received the Brochure or if you have any questions about the content of this supplement, please contact us at (514) 906-0667 or [clients@triasima.com](mailto:clients@triasima.com). Additional information about Triasima is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).**

## Item 2: Educational Background and Business Experience

**André R. Chabot, CFA**

**Founding Partner, Chief Executive Officer and Chief Investment Officer**

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**Financial industry experience: 43 years**

**Experience at Triasima: 23 years**

**Year of birth: 1955**

André R. Chabot is a Founding Partner, CEO, and CIO of Triasima and the father of the Three-Pillar Approach™. Mr. Chabot holds a degree in Engineering, a Master of Business Administration, and is a CFA® charterholder.

Mr. Chabot has been managing assets for institutional and high net worth clients for over 30 years. From 1980 to 1987, he worked in the field of corporate finance for the Chase Manhattan Bank and the Bank of Montreal. He joined Bolton Tremblay in 1987 where he was involved in asset mix studies and the management of equities. In 1996, he joined Magna Vista Capital Management as Senior Partner. In 1998, he set up a portfolio management team to advise assets for a mutual fund organization and this team subsequently became Triasima.

At Triasima, Mr. Chabot oversees the Portfolio Management team and the management of all investment strategies. He also takes part in the development of Triasima's macroeconomic views.

## Item 3: Disciplinary Information

Mr. Chabot has not been involved in any activities resulting in a disciplinary disclosure.

## Item 4: Other Business Activities

Mr. Chabot has no other business activities.

## Item 5: Additional Compensation

Mr. Chabot does not receive any additional compensation other than his regular salary and bonuses.

## Item 6: Supervision

Mathieu Tanguay, Chief Compliance Officer, supervises André R. Chabot. Mathieu Tanguay supervises all supervised persons by holding regular meetings with the investment team and is part of the Management committee which also includes André R. Chabot, Scott Collins, and Marie-Claude Lamond. Mathieu Tanguay can be reached at 514-906-0667.



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#### Scott Collins

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## Item 2: Educational Background and Business Experience

**Scott Collins, CFA**

**Founding Partner and Deputy Chief Investment Officer**

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**Financial industry experience: 27 years**

**Experience at Triasima: 23 years**

**Year of birth: 1972**

Scott Collins is a Founding Partner and Deputy Chief Investment Officer at Triasima. Mr. Collins holds a bachelor's degree in Commerce from Concordia University and is a CFA® charterholder.

Mr. Collins began his career in 1996 as an Investment Banking Analyst at corporate finance firms Wallace Dewan and Gordon Capital. In 1998, he joined André R. Chabot, as a Financial Analyst at a portfolio management company. In 2000, together with Redouane Khireddine, they founded Triasima.

Throughout his years at Triasima, Mr. Collins has been involved in most aspects of the firm's business and portfolio management activities.

At Triasima, Mr. Collins participates in the management of various investment strategies. On the research side, he primarily performs fundamental research on small and mid-sized companies and takes part in the development of Triasima's macroeconomic views. He also plays a role in the management and oversight of the Portfolio Management team.

## Item 3: Disciplinary Information

Mr. Collins has not been involved in any activities resulting in a disciplinary disclosure.

## Item 4: Other Business Activities

Mr. Collins has no other business activities.

## Item 5: Additional Compensation

Mr. Collins does not receive any additional compensation other than his regular salary and bonuses.

## Item 6: Supervision

Mathieu Tanguay, Chief Compliance Officer, supervises Scott Collins. Mathieu Tanguay supervises all supervised persons by holding regular meetings with the investment team and is part of the Management committee which also includes André R. Chabot, Scott Collins, and Marie-Claude Lamond. Mathieu Tanguay can be reached at 514-906-0667.



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#### Redouane Khireddine

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**This brochure supplement provides information about Redouane Khireddine that supplements the Triasima's Portfolio Management's Brochure. You should have received a copy of that brochure. If you have not received the Brochure or if you have any questions about the content of this supplement, please contact us at (514) 906-0667 or [clients@triasima.com](mailto:clients@triasima.com). Additional information about Triasima is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).**

## Item 2: Educational Background and Business Experience

**Redouane Khireddine, CFA**  
**Founding Partner and Portfolio Manager**

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**Financial industry experience: 24 years**  
**Experience at Triasima: 23 years**  
**Year of birth: 1973**

Redouane Khireddine is a Founding Partner and a Portfolio Manager at Triasima. Mr. Khireddine completed a bachelor in Finance from École Supérieure du Commerce in Algeria and holds postgraduate degrees in Finance from Université du Québec à Montréal and in Banking from IFID and is a CFA® charterholder.

Mr. Khireddine participated in the final definition of the firm's investment Three-Pillar Approach™ through analytical research. He contributed to the identification of qualitative and technical factors that are value-enhancing to portfolios and helped finalized the quantitative screens in use for the investment strategies.

At Triasima, Mr. Khireddine participates in the management of various investment strategies and monitors portfolio structures. On the research side, he is primarily involved in the quantitative and trend analysis of companies. He also takes part in the development of Triasima's macroeconomic views.

## Item 3: Disciplinary Information

Mr. Khireddine has not been involved in any activities resulting in a disciplinary disclosure.

## Item 4: Other Business Activities

Mr. Khireddine has no other business activities.

## Item 5: Additional Compensation

Mr. Khireddine does not receive any additional compensation other than his regular salary and bonuses.

## Item 6: Supervision

Mathieu Tanguay, Chief Compliance Officer, supervises Redouane Khireddine. Mathieu Tanguay supervises all supervised persons by holding regular meetings with the investment team and is part of the Management committee which also includes André R. Chabot, Scott Collins, and Marie-Claude Lamond. Mathieu Tanguay can be reached at 514-906-0667.



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#### Edward Antczak

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## Item 2: Educational Background and Business Experience

**Edward Antczak, CFA**  
**Portfolio Manager**

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**Financial industry experience: 37 years**

**Experience at Triasima: 12 years**

**Year of birth: 1954**

Edward Antczak joined Triasima as portfolio manager in 2012. Mr. Antczak completed a bachelor from the Faculty of Transport of University of Gdańsk and holds a Master of Business Administration from HEC Montreal and a Master of Economics from the Gdansk University in Poland. He is also a CFA® charterholder.

Mr. Antczak began his career in private wealth management at the Royal Trust Company in 1986. He then worked at the Caisse de dépôt et placement du Québec as a Financial Analyst. His latest position was Portfolio Manager, Canadian Equities, at the Rio Tinto Alcan pension fund.

At Triasima, Mr. Antczak is involved in the management of the Canadian Equity strategy. He primarily performs fundamental research of large and mid-sized Canadian companies. He also takes part in the development of Triasima's macroeconomic views.

## Item 3: Disciplinary Information

Mr. Antczak has not been involved in any activities resulting in a disciplinary disclosure.

## Item 4: Other Business Activities

Mr. Antczak has no other business activities.

## Item 5: Additional Compensation

Mr. Antczak does not receive any additional compensation other than his regular salary and bonuses.

## Item 6: Supervision

Mathieu Tanguay, Chief Compliance Officer, supervises Edward Antczak. Mathieu Tanguay supervises all supervised persons by holding regular meetings with the investment team and is part of the Management committee which also includes André R. Chabot, Scott Collins, and Marie-Claude Lamond. Mathieu Tanguay can be reached at 514-906-0667.



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**Nicola Haratonian**

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## Item 2: Educational Background and Business Experience

**Nicola Haratonian, CFA**  
**Portfolio Manager**

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**Financial industry experience: 16 years**

**Experience at Triasima: 9 years**

**Year of birth: 1983**

Nicola Haratonian joined Triasima as a Financial Analyst in 2014, was promoted to Associate Portfolio Manager in 2017, and to Portfolio Manager in 2020. Nicolas holds a Bachelor's degree in Management from HEC Montreal and is a CFA® charterholder.

Mr. Haratonian began his career in 2007 at Optimum Asset Management where he performed fundamental analysis on Canadian equities.

At Triasima, Mr. Haratonian is involved in the management of non-Canadian equity strategies. On the research side, he is primarily involved in fundamental analysis. He also takes part in the development of Triasima's macroeconomic views.

## Item 3: Disciplinary Information

Mr. Haratonian has not been involved in any activities resulting in a disciplinary disclosure.

## Item 4: Other Business Activities

Mr. Haratonian has no other business activities and does not receive any additional compensation.

## Item 5: Additional Compensation

Mr. Haratonian does not receive any additional compensation other than his regular salary and bonuses.

## Item 6: Supervision

Mathieu Tanguay, Chief Compliance Officer, supervises Nicola Haratonian. Mathieu Tanguay supervises all supervised persons by holding regular meetings with the investment team and is part of the Management committee which also includes André R. Chabot, Scott Collins, and Marie-Claude Lamond. Mathieu Tanguay can be reached at 514-906-0667.

Note: All members of the investment team listed above are CFA® charterholders. CFA® designates an international professional certificate that is offered by the CFA Institute. Candidates that pursue the certification have in-depth knowledge of securities types and investment vehicles. In order to become a CFA® charterholder, candidates must meet standards for examination, education, experience, and ethics. First, candidates must possess a bachelor's degree from an accredited school, or its equivalent. Second, candidates must have completed 48 months of qualified professional work experience, generally related to evaluating or applying financial, economic, and/or statistical data as part of the investment decision-making process involving securities or similar investment. Third, candidates must pass a series of three six-hour exams that covers ethics, quantitative methods, economics, corporate finance, financial reporting and analysis, security analysis, and portfolio management. Finally, candidates must meet and continue to adhere to a strict Code of Ethics and Standards governing their professional conduct, as reviewed by the CFA Institute.