

## PILLAR 5

# CREATING A POSITIVE IMPACT ON OUR ECOSYSTEM

Ostrum AM wishes to build a more sustainable economic and financial development model. We apply the same standards required of the companies in which we invest to ourselves, and thus strive to be exemplary in the way we operate as a company.

We are also eager to contribute to civil society. Our staff members play a leading role in our approach to corporate responsibility, whether by managing resources in a responsible manner, recycling materials, applying ethical business practices or participating in our patronage activities.



Carbon footprint

**7t**
of CO<sub>2</sub> equivalent  
per FTE<sup>1</sup>
**-97%**
paper used between  
2017 and 2022
**-60%**
energy consumed<sup>2</sup>

"Zero single-use  
items" policy

**32,000**
cigarette butts collected in 2022<sup>3</sup>

Awareness

Eco-behaviours publicised throughout  
the year

## 2023 GOAL

100% of staff members with  
a CSR or ESG criterion factored  
into their variable pay

1. Full-time equivalent. 2. Relative to energy consumed in 2019, the main pre-Covid comparison base used. 3. For the entire building.



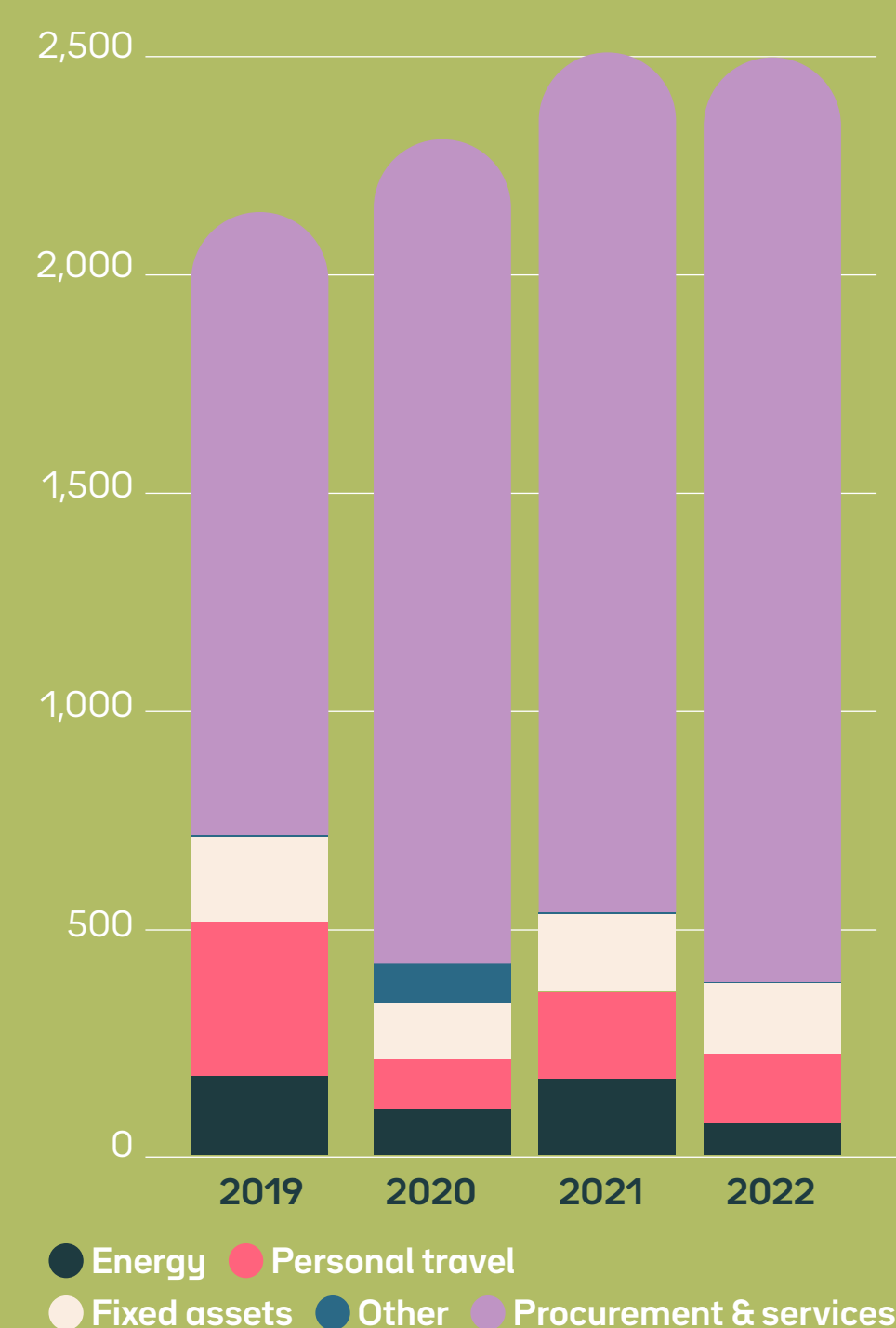
# CARBON FOOTPRINT: MEASURE, REDUCE AND OFFSET

Besides rolling out initiatives as part of our activities, we also take action to reduce our carbon footprint through the way we operate. Our approach seeks to keep our direct environmental impact under control and consists of three priorities: measure, reduce and offset.

## MEASURE Our carbon footprint in 2022

Our ratio of metric tons of CO<sub>2</sub> equivalent per FTE came to 7 in 2022. So our carbon footprint was stable relative to 2021.

GHG FOOTPRINT PER ITEM  
(METRIC TONS OF CO<sub>2</sub> EQU)



We have noted a reduction in our direct energy use resulting from our operations as well as a reduction in emissions resulting from personal travel since 2019, but our GHG footprint for procurement has increased. It accounts for 84% of our greenhouse gas emissions. By analysing our footprint, we are able to take the measures needed to manage our environmental impact more effectively.

## REDUCE Rallying together on the environmental front

### Rallying our employees

A whole selection of initiatives are offered to employees during European Sustainability Energy Week:

- Meat-Free Day
- Awareness campaigns on eco-friendly behaviours
- A conference on biodiversity and finance, etc.

In March 2022, we participated in the third edition of Cyber World CleanUp Day alongside BPCE. This event is an opportunity to keep our staff informed about best practices for using digital technologies responsibly. Collectively, our employees have been set a goal of completing at least one CSR-related training course. With a minimum participation rate of 30%, the amount of profit-sharing will be increased depending on the completion rate. This target was reached in 2022.

### Reducing our energy consumption

We have equipped our lighting systems with motion sensors. Our building also relies on natural light and is fitted with light-emitting diodes (LEDs).

### Setting travel guidelines

Business trips undertaken by our staff must adhere to our business travel policy and car policy. We favour low-carbon methods of transportation for home-work commuting. We encourage our staff to make use of such methods by partially refunding their bicycle-sharing and public transport travel cards and by providing them with bicycle parking spaces.

### Applying high environmental standards to our building management

Natixis' property management services oversee and maintain the technical facilities in the buildings used by Ostrum AM and are ISO 9001 and ISO 14001-certified. The building we occupy has also obtained the following certifications:

- NF Bâtiments Tertiaires
- Démarche HQE®
- HPE and Effienergie+
- and BREEAM®.<sup>1</sup>

### Preventing environmental and pollution risks

We apply Groupe BPCE's regulatory and environmental charter, which sets out the requirements to observe for any type of refitting or renovation work. It also stipulates the environmental standards that must be upheld under the certifications obtained. The staff responsible for overseeing, operating and maintaining our buildings receive training in environmental and pollution issues.

### Participating in the government's energy restraint plan

The government has called on businesses to reduce their energy consumption by 10% by the end of the 2023 winter season. Groupe BPCE responded to this request by introducing its "Énergie - 10%" programme.

The plan consists of ten measures aimed not only at consuming less but also at consuming better. The measures set out in the "Énergie - 10%" programme include:

- limiting the air temperature to 19°C
- informing employees about eco-behaviours
- closing down certain buildings, with incentives for staff to work from home or take leave on days when their building is closed.

### Adapting our IT equipment

We have streamlined our printer fleet and make greater use of all-in-one printers.

<sup>1</sup>. HQE: Haute Qualité Environnementale - HPE: Haute Performance Énergétique - BREEAM: Building Research Establishment Environmental Assessment Method.



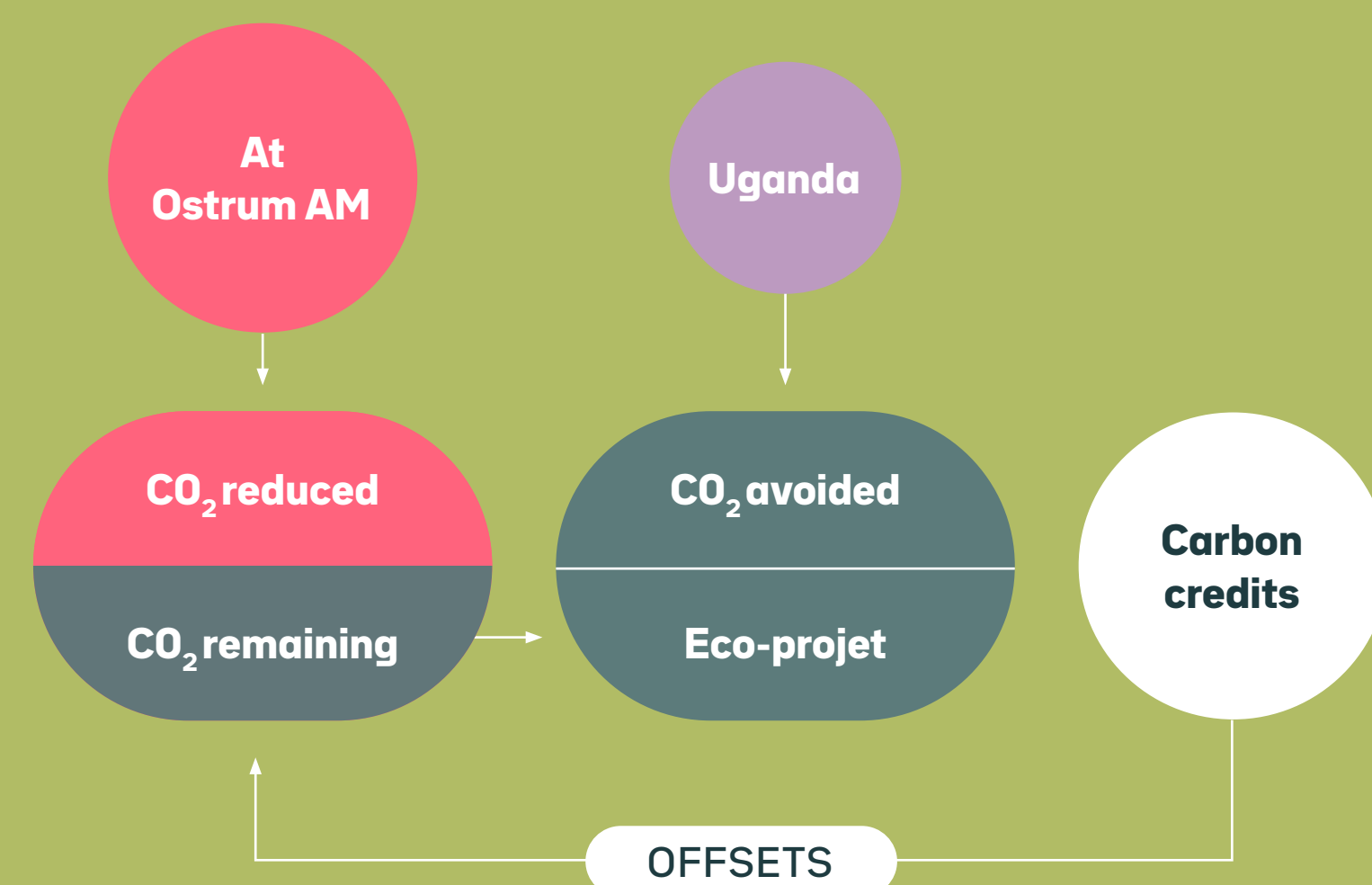
## OFFSET

### Offsetting 100% of our direct emissions

We offset our emissions while prioritising measures to reduce our energy use. Ostrum AM has offset 100% of its direct carbon emissions each year since 2016 thanks to its partnership with EcoAct, a leading European climate consultancy. In 2022 we selected the Kyoga Cookstove project in Uganda to offset our emissions. This project consists in distributing locally manufactured cookstoves to

populations, thus enabling them to reduce their consumption of wood and exposure to wood smoke. In total, this project can offset 1,604,772 tCO<sub>2</sub> of emissions each year. Offsetting emissions through avoidance has a direct and immediate positive impact on the environment.

#### CARBON OFFSETS, HOW THEY WORK



### RECOVER the energy produced from our datacentre

Our 3,000 m<sup>3</sup> datacentre, Vega, hosts some of the group's IT infrastructure and generates heat. Instead of being released into the atmosphere, the heat is recovered and reused to heat other facilities. In 2022, we obtained certification that our two datacentres, Sirius and Vega, adhere to the European Code of Conduct for Data Centres. The code is overseen by the European Commission and endeavours to make datacentres more energy efficient.

## MANAGING OUR RESOURCES AND RECYCLING OUR WASTE

We have set up various initiatives encouraging our employees to use resources responsibly on a day-to-day basis. Another of our priorities is to sort and recycle our waste.

### Giving up single-use items

Ostrum AM remains committed to eliminating single-use items. When remote working was enforced in 2020, we sent thermos flasks to all our staff members. All plastic cups have been eliminated from our offices and replaced with reusable mugs and glasses. Plastic bottles in vending machines and the cafeteria are being replaced with water fountains. All single-use containers in our cafeterias have been replaced with refundable glass containers since the start of 2023.

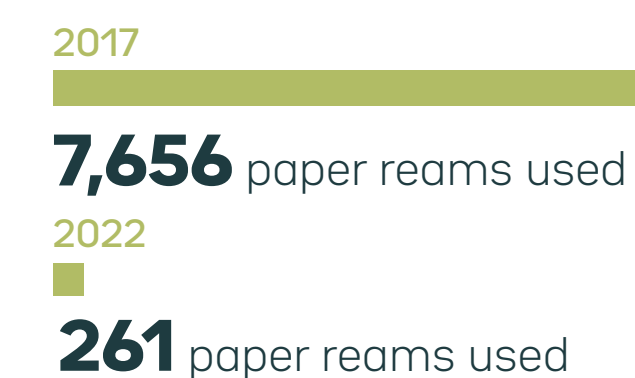
### Optimising our waste management

We optimise our waste management by systematically:

- sorting and recycling the paper used in our offices;
- sorting and recycling pens, cups, cans and plastic bottles;
- collecting and processing used ink cartridges and batteries;
- recovering waste electrical and electronic equipment [WEEE].

### Our paperless programme

Ostrum AM launched its paperless programme back in 2018. It has drastically reduced the amount of paper it consumes as a result.



**-97%**  
paper used between  
2017 and 2022

### Collecting cigarette butts

Cy-clope collected and recycled some 32,000 cigarette butts from the entire building in 2022, i.e. twice as many as in 2021. This equates to 16,000 m<sup>3</sup> of water protected from cigarette butt pollution, corresponding to enough water to fill 6 Olympic swimming pools.

**16,000 m<sup>3</sup>**  
of water protected from  
cigarette butt pollution





# ADOPTING A RESPONSIBLE PROCUREMENT POLICY

Our procurement policy is overseen by Natixis’ procurement department as part of an approach decided together with Groupe BPCE’s procurement department. It seeks to select more environmentally-friendly products and services that can safeguard and create social and societal value-added.

Groupe BPCE is a signatory of the “Supplier relations and responsible purchasing” charter. This charter is sent to suppliers whenever we launch requests for proposals and requires them to adhere to certain commitments made under the fundamental principles of the United Nations Global Compact. These commitments concern:

- human rights;
- working conditions;
- the environment;
- anti-corruption.

# GUARANTEEING COMPLIANCE WITH THE PRINCIPLES OF BUSINESS ETHICS

The Code of Conduct drafted by Natixis in 2017 sets out the rules of good conduct and best practice that must be observed to ensure compliance with our principles of professional ethics. It applies to all our employees but also to the suppliers and partners working with Natixis, its subsidiaries and its affiliates.

CODE OF CONDUCT	TYPES OF CONDUCT AND CORRESPONDING GUIDELINES
Be client-centric	<ul style="list-style-type: none"><li>● Protect the interests of our clients</li><li>● Communicate clearly with our clients</li><li>● Protect our clients’ information and data</li><li>● Handle claims and other requests filed by ourclients in a fair and timely manner</li></ul>
Behave ethically	<ul style="list-style-type: none"><li>● Show respect for staff members and offer them opportunities for personal development</li><li>● Show a sense of professional ethics</li><li>● Uphold market integrity</li></ul>
Behave responsibly towards society	<ul style="list-style-type: none"><li>● Behave in accordance with Natixis’ CSR commitments</li><li>● Safeguard financial security</li></ul>
Safeguard the assets and reputation of Natixis and Groupe BPCE	<ul style="list-style-type: none"><li>● Protect assets</li><li>● Ensure business continuity</li><li>● Communicate responsibly with external stakeholders</li></ul>



## CONVICTION

*"The Popskills mentoring programme gave me the satisfaction of being able to help a conscientious and driven individual who is learning about the job market and simply needs some advice from someone with experience."*

**Nicolas Giraudeau,**  
Head of Strategy, Financial  
Market and Regulatory  
Relations



## PATRONAGE: CONTRIBUTING TO CIVIL SOCIETY

Ostrum AM has made its patronage programme a corporate project in itself. We offer all our staff members an opportunity to invest some of their time and energy by contributing to the initiatives and events that are organised in support of a given association.

### Support for training and education

Ostrum AM redefined the central focus of its patronage in 2021 and decided to promote diversity and inclusion through better access to training and education. So our staff members selected a new association to support: Vox Populi.

- In January, we therefore hosted a dozen students for a full week of soft skills training.
- The students were then mentored for six months by company staff members, who helped them look for internships or write cover letters for job applications. "Mentor corners" were organised regularly, during which mentors were able to share ideas about best practices to replicate or discuss any difficulties encountered.
- Lastly, a series of three 1-hour sessions gave the students an opportunity to learn about financial professions as a way of helping them think about their future careers. A number of staff members described their job roles and professional backgrounds with an emphasis on the academic and behavioural skills required.
- The feedback from mentors and mentorees alike was very positive. By sharing experiences and interacting with their mentorees, mentors - in their capacity as recruiters and managers - were able to get a better idea of the expectations and concerns of this new generation about to enter the job market.



## CONVICTION

*"The Popskills mentoring programme makes me feel that I am doing something worthwhile at my level thanks to my company's commitment towards promoting equal opportunities. I particularly appreciate the close attention that Vox Populi pays to each mentoree, for instance through targeted coaching initiatives aimed at guiding them towards a successful career."*

**Amira Demming,**  
Investment Strategy Project  
Leader (Operations Department)



Students hosted in January 2022  
for a week of soft skills training