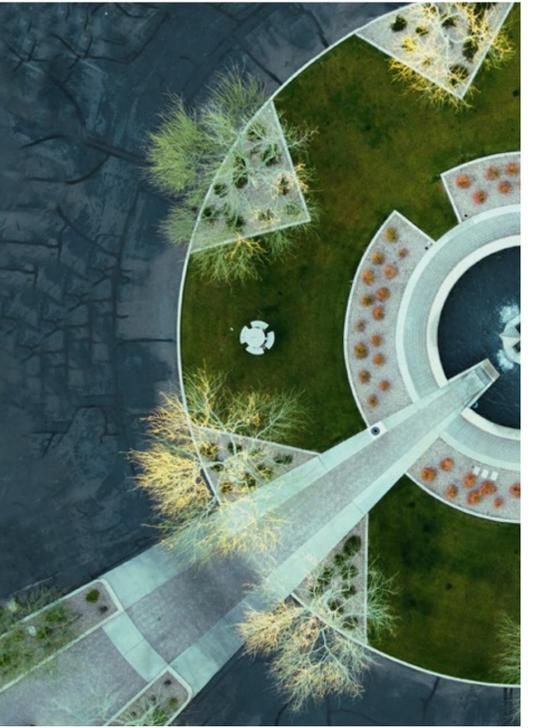
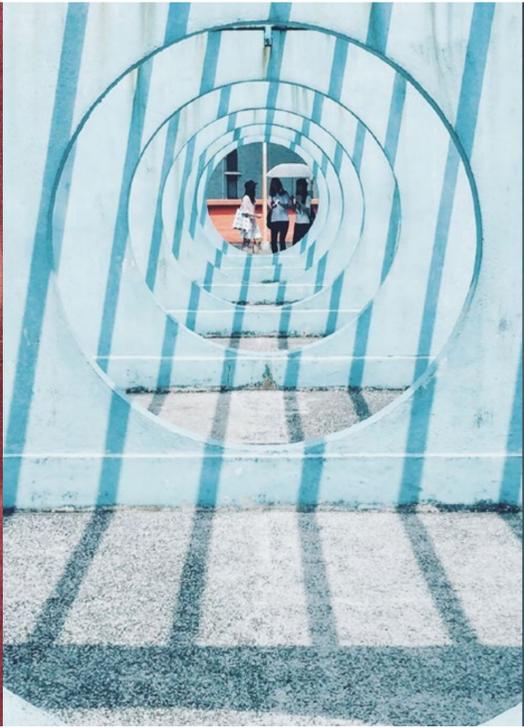
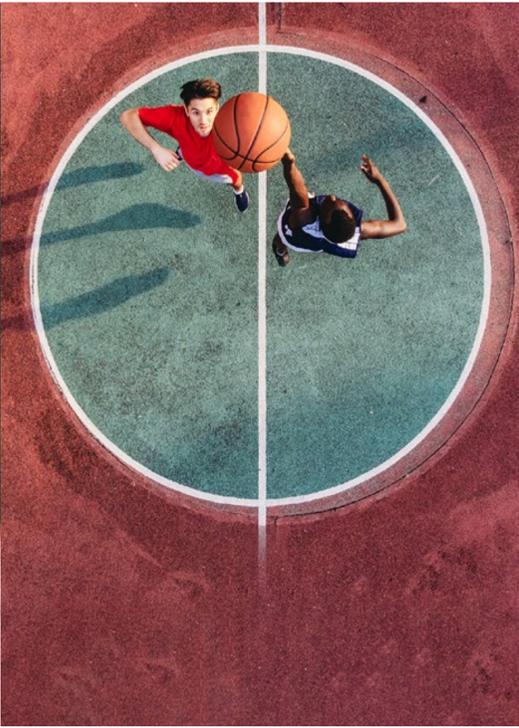




CORPORATE SOCIAL RESPONSIBILITY 2022



EDITORIAL

- 2022 was an unprecedented year for all investors and all asset classes. It saw the conflict in Ukraine, an energy and commodity supply crisis, inflation, and an increasingly tangible perception of the effects of global warming, but it was also a year in which the world became more acutely aware of climate and biodiversity issues and our economies demonstrated their resilience with unemployment declining.
- We are going to have to rally together to deal with the many challenges facing our economies, our way of life and our social bonds. Global warming, biodiversity loss, population growth, resource scarcity and geopolitical crises are going to bring globalisation as we have known it for the past thirty years to a premature end. These are all factors that we are going to have to take on board if we are to speed up our transition to a more sustainable world. Finance has a major role to play here, and it must step up to the plate. We, at Ostrum AM, are proud to be part of this transition.
- Client satisfaction in the world of asset management has always relied on two fundamental pledges: to deliver a return while also keeping risk under control. We added a third priority to our list quite some years ago: to factor in the corporate responsibility of our investee companies and, especially, to help our clients honour their own commitments to the climate transition. Ostrum AM has been by their side each step of the way, helping them to adjust to the latest regulations [SFDR, EU taxonomy, Energy-Climate Law, etc.] and working with them to devise methods to factor their convictions into the way their assets are managed.

- 2022, in particular, was the year in which we reiterated our determination to be transparent, and we achieved this in the shape of internal projects aimed at improving the quality of the reports we publish and the ESG reporting we send out to our clients. We sought to provide better protection for our clients by incorporating ESG criteria more extensively into Ostrum AM's risk management. Our engagement policy in all its forms remained one of our top development priorities in 2022, the aim being to help the companies in which we invest to improve their environmental, social and governance practices. We published and implemented our oil and gas policy as well as our biodiversity strategy. And we continued with our push to obtain SRI labels for our open-ended funds, reaching 98% of our target by the end of 2022.
- We were able to achieve all this thanks to the efforts made by our employees across the entire company. We applied a resolutely social policy seeking to build on their engagement by creating a sense of a community working towards a common goal; we did this by giving each staff member what they needed to thrive in a hybrid working environment and by promoting diversity and inclusion in all its forms.
- Our ambitions for 2023 are in keeping with the challenges that lie ahead: by deploying our climate and biodiversity policies, upholding our commitment to transparency and pursuing our engagement initiatives, Ostrum AM will be able to exert ever more influence on issuers and play its part in discussions and deliberations within the financial marketplace.

Philippe Setbon,
Chief Executive Officer of Ostrum Asset
Management



OUR CORPORATE RESPONSIBILITY

We place corporate responsibility at the core of what we do as asset managers and the way we operate as a company.

We have been committed to responsible investment for many years now, endeavouring to build lasting relations with our clients on the foundations of responsibility and transparency while also being an exemplary employer and a company capable of contributing positively to our society.

OUR MISSION STATEMENT

"To extend our clients' commitments through investment in order to help ensure the life, health and retirement plans of Europe's citizens."



ASSISTING ISSUERS WITH THEIR TRANSFORMATIONS

1.
BY BRINGING OUR STAFF ON BOARD

2.
BY PROVIDING GUIDANCE FOR OUR CLIENTS

3.
BY EXERTING AN INFLUENCE ON ISSUERS

4.
BY TAKING PART IN DELIBERATIONS WITHIN THE MARKETPLACE

5.
BY IMPACTING POSITIVELY ON OUR ECOSYSTEM

EMPOWERING YOU FURTHER

As an advocate of responsible finance¹, and one of Europe's leading institutional asset managers², Ostrum AM assists its liability-driven investment clients by offering them both asset management solutions and investment services.

OUR GOAL

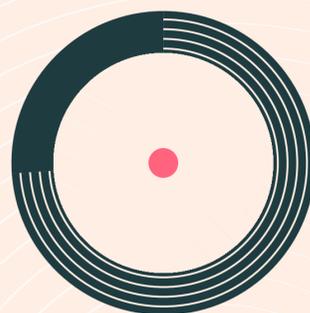
To deliver the best possible investment outcomes for our clients and thus help them achieve their long-term financial objectives.

OUR SHAREHOLDING STRUCTURE

Natixis Investment Managers has owned 100% of Ostrum AM's share capital since 13th May 2022. Natixis Investment Managers forms part of the Global Financial Services division of Groupe BPCE³, which is France's 2nd-largest banking group.

1. Ostrum AM was among France's first asset managers to sign the Principles for Responsible Investment (PRI), in 2008. Find out more here: www.unpri.org. 2. IPE Top 500 Asset Managers (Investment & Pensions Europe) 2022 ranked Ostrum AM as the 11th largest asset manager at 31/12/2021. References to a ranking are not an indicator of the asset manager's future performance. 3. Groupe BPCE's Global Financial Services division covers the group's global business lines, i.e. asset and wealth management (primarily under the Natixis Investment Managers brand, of which Ostrum AM is an affiliate) and wholesale banking. 4. Liability-Driven Investment. 5. Source Ostrum AM at 31/12/2022. 6. Ostrum AM was created on 1st October 2018 when the fixed-income and equity asset management activities were spun off from Ostrum AM, formerly Natixis AM. Ostrum Asset Management launched its first socially responsible investment fund, Natixis Impact Nord Sud Development, back in 1985. A broad range of SRI and social solidarity funds has been developed since then. 7. Assets under administration include Ostrum AM's own assets. Services provided for a client may concern only certain services.

A TOP-TIER PLAYER IN EUROPE



€377bn
of assets under management
of which
€279bn
of insurance-related
assets/LDI⁴

>100
investment
professionals

A COMPREHENSIVE OFFERING SPANNING THE ENTIRE INVESTMENT VALUE CHAIN

ASSET MANAGEMENT⁵

>35-year track record⁶

Insurance-related/LDI strategies
(fixed-income, equities, multi-assets):

€279bn of assets
of which **€259bn** in
insurance-linked bond strategies

Bond funds (fixed income, credit):

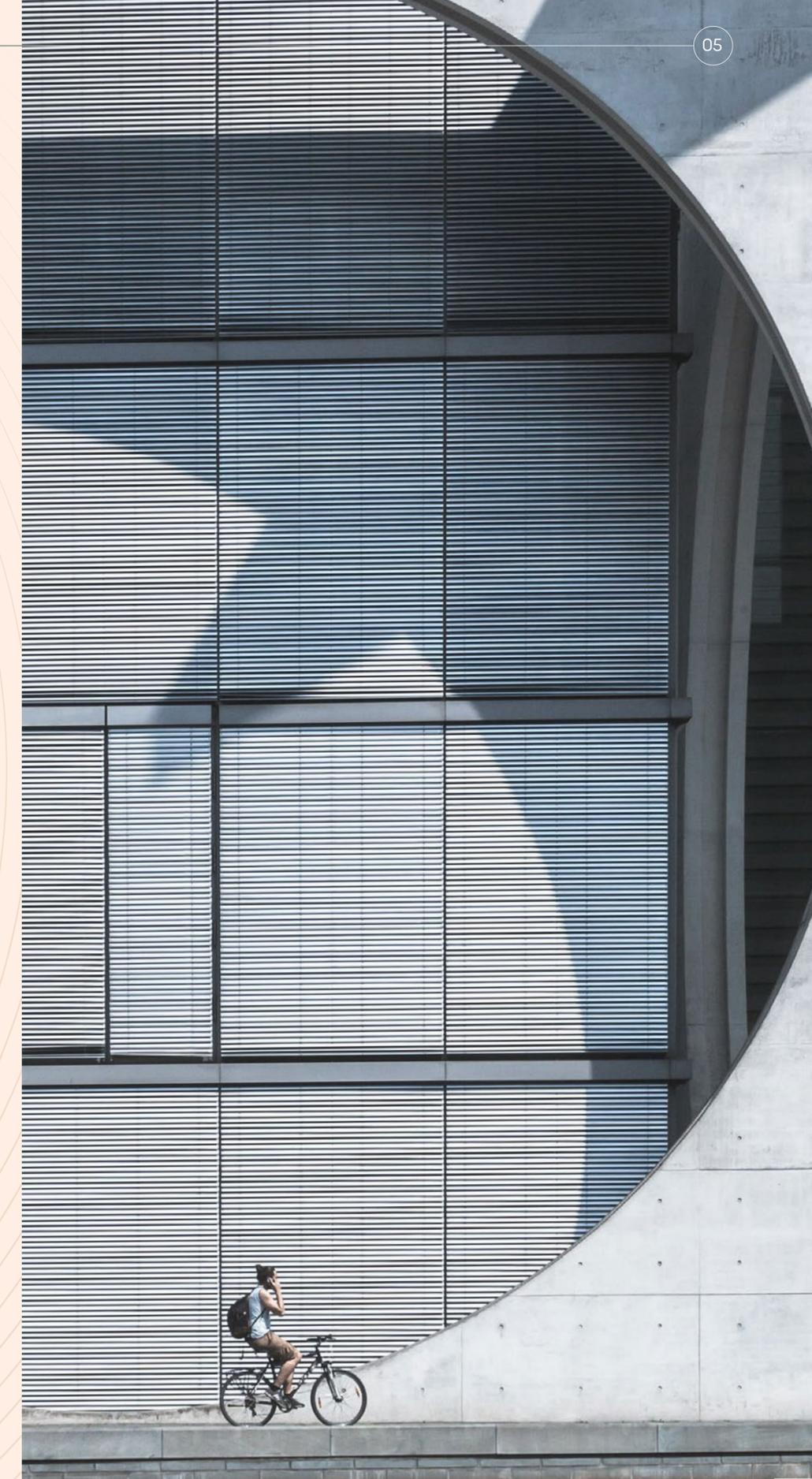
€47bn of assets

Money-market funds:

€51bn of assets

SERVICES PLATFORM

- Portfolio analysis and optimisation, post-trade and position monitoring, order trading, reporting, data management
- **€515bn** of assets under administration⁷
- **>10 years** of experience
- **1,200** portfolios under administration
- **18** fund administrators and depositories
- **>1,800** transactions per day



FACTORING CORPORATE RESPONSIBILITY INTO OUR INVESTMENTS

INCORPORATING
ESG¹ criteria into each asset class

LABELLING
funds with the French SRI label² within each investment strategy

STEPPING UP
our engagement policy in our capacity as a shareholder and bondholder

HELPING
our investor-clients to put their own climate transition commitments into action

ASSISTING
our investor-clients with applying new regulatory standards

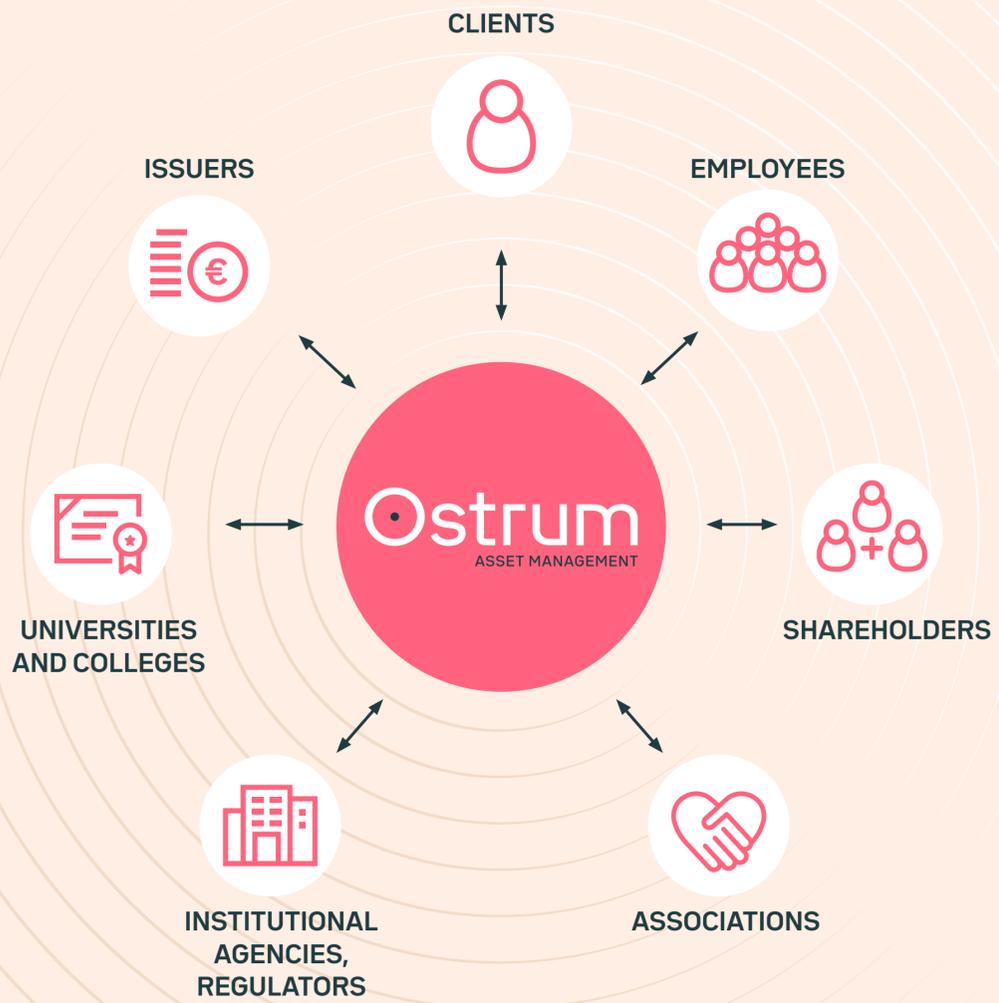
100%
of our analyses factor in material ESG criteria (excluding ABS and RTO)

Around **98%**
of our open-ended fund assets carry the French "Label ISR"

€25bn
of sustainability bonds

Source: Ostrum AM at 31/12/2022. **1.** Environmental, social and governance criteria. **2.** This label was created by France's Ministry of Finance and seeks to make socially responsible investment (SRI) funds more transparent for investors. Click here for more information: www.llabelisr.fr - References to a ranking, label, price or rating are not an indicator of a fund's or fund manager's future performance.

PERMANENT DIALOGUE WITH OUR STAKEHOLDERS



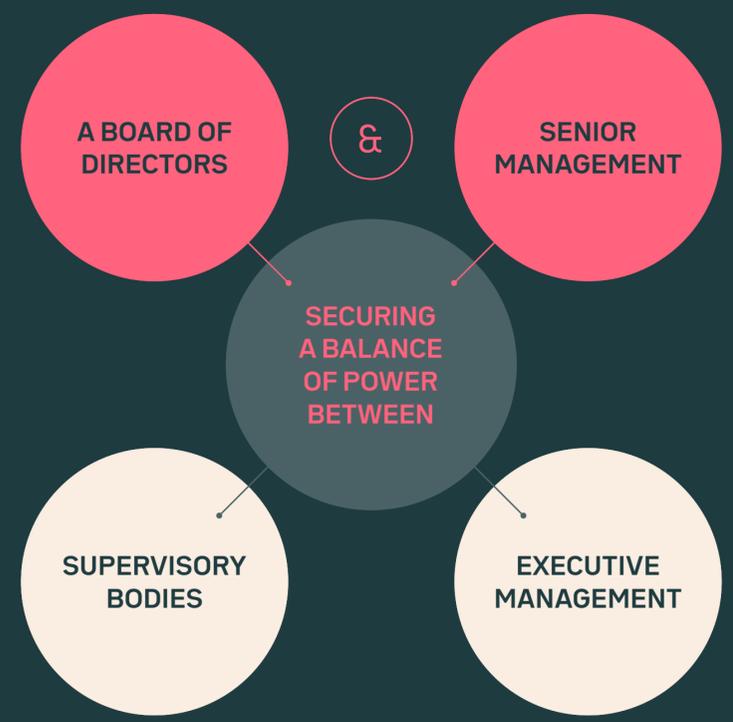
STAKEHOLDERS	CLIENTS	EMPLOYEES	SHAREHOLDERS	ASSOCIATIONS	INSTITUTIONAL AGENCIES, REGULATORS	UNIVERSITIES AND COLLEGES	ISSUERS
	<ul style="list-style-type: none"> • Businesses • Institutional investors • Retail investors • Distribution platforms 	<ul style="list-style-type: none"> • Ostrum AM staff members • Staff and trade union representatives 	<ul style="list-style-type: none"> • Global Financial Services and Natixis Investment Managers (Natixis IM) as shareholders 	<ul style="list-style-type: none"> • Vox Populi • AP-HP (Paris hospital trust) • Sciences Po Accessible programme 	<ul style="list-style-type: none"> • Financial market regulators • Financial market bodies 	<ul style="list-style-type: none"> • Business / finance schools and universities 	<ul style="list-style-type: none"> • Equities • Corporate debt • Sovereign debt
RELATIONSHIP FORMAT	<ul style="list-style-type: none"> • Replies to questionnaires • RFPs and investment management proposals • Advice, preparation and management of products • Establishing / amending contracts • Economic / financial reporting and information • Investment management, credit, SRI and project monitoring committees • Seminars, business meetings • Informal contacts, lunch meetings with clients • Site visits • Operational due diligence 	<ul style="list-style-type: none"> • Internal communication material • Quarterly staff briefings • Quarterly management meetings • Conferences • Special committees (e.g. CSE economic and social committee, CSSCT health and safety committee, trading committee) 	<ul style="list-style-type: none"> • Global Financial Services and Natixis IM shareholders sitting on Ostrum AM's board of directors • Attendance by Ostrum AM's CEO at Natixis IM's management committee meetings • Various meetings and committees 	<ul style="list-style-type: none"> • Forums, presentations held by Ostrum AM • Exchanges and skills sponsorship 	<ul style="list-style-type: none"> • Active participation in numerous market bodies and regulatory authorities, both national and international • Transmission of information and documentation for control and audit purposes 	<ul style="list-style-type: none"> • Partnerships: mentoring, presentations to students, forums • Hosting of interns and students on work-study courses or apprenticeships 	<ul style="list-style-type: none"> • Attendance at general meetings • Dialogue with businesses (issuers of debt and equity) • Investor statements aimed at the private and public sectors • Investor coalitions

OUR GOVERNANCE

We have established an evenly-balanced governance structure so as to ensure our activities are managed independently while safeguarding the long-term interests of our clients, our company and our stakeholders.

This is consistent with the principles of governance observed by our Group's subsidiaries and with our regulatory requirements.

Our governance structure is made up of:



A pluralist Board of Directors

Evenly-balanced representation:

- of our shareholding group
- of our banking partner networks
- of representatives from our Economic and Social Union (two representatives attend meetings as non-voting participants)

The Board's role:

To ensure:

- the Board's independence when fulfilling its duties in the long-term interests of the company and of its shareholders
- the highest quality of service provided to our distributor clients, primarily in the Banques Populaires and Caisses d'Épargne networks.

Oversight of ESG and climate-related matters

The Board of Directors approves strategic decisions, including those involving our duties as a responsible asset manager accountable to our stakeholders. By way of example, in 2021 it adopted a position in favour of reviewing our carbon policy and the key principles underlying our future oil & gas policy.

CHAIRMAN OF THE BOARD OF DIRECTORS

Timothy Ryan,
Chief Executive Officer of Natixis Investment Managers

DIRECTORS

Cyril Marie,
Chief Financial Officer and Head of Strategy & Corporate Development of Natixis Investment Managers

Christophe Lanne,
Chief Transformation & Talent Officer of Natixis Investment Managers

Véronique Sani,
Chief Operating Officer of Natixis

Sophie Debon,
Permanent representative of BPCE, Head of Retail Banking & Insurance products and solutions / Groupe BPCE

Nathalie Wallace,
Global Head Sustainable Investment Natixis Investment Managers

Alain Bruneau,
Permanent representative of Natixis Investment Managers, Corporate Secretary of Natixis Asset & Wealth Management

Source: Ostrum AM at 31/12/2022. BPCE: the Banque Populaire Caisse d'Épargne group.

OUR EXECUTIVE TEAM¹

The Executive Committee encourages a form of deliberation that is collegial and interdisciplinary when deciding on the company's strategic priorities.

9 members representing the company's business lines and core functions.



Philippe Setbon
Chief Executive Officer



Mathieu Cheula¹
Deputy Chief Executive Officer



Rémi Ardaillou
Head of Risk



Ibrahima Kobar
CIO, Head of Fixed Income & Research



Gaëlle Mallejac
Head of Portfolio Management for Insurance and ALM



Emmanuelle Portelle
Head of Permanent Controls



Julien Rimbault
Head of Operations and Technologies



Sylvie Soulière Guidat
Head of Human Resources



Recruitment in progress
Head of Development

¹. Mathieu Cheula stood down from his position on 31/03/2023. In 2023, Emmanuel Bourdeix joined us as CIO, Head of Quantitative Management, and Vanessa Casano as Secretary General in charge of Finance, Risk and Permanent Controls.

PILLAR 1

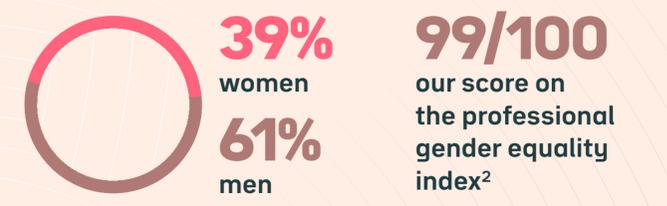
MAKING OUR EMPLOYEES THE DRIVERS OF OUR TRANSFORMATION

Ostrum AM places employee engagement at the very core of its CSR strategy by providing staff with what they need to become actively involved in its relations with its various stakeholders.

At the same time, we continue to roll out our responsible employer policy in an effort to promote workforce diversity and give each of our employees an opportunity to develop their skills.

OUR PRIORITIES IN 2022:

- 1 Create a community together geared towards fulfilling our ambitions
- 2 Promote all forms of diversity and inclusion



OUR 2023 GOALS

- 1 Enable our members to become engaged drivers of our transformation and promote our corporate culture
- 2 Provide 100% of our staff with training in Diversity & Inclusion (D&I) issues
- 3 Improve on our 2021 D&I score

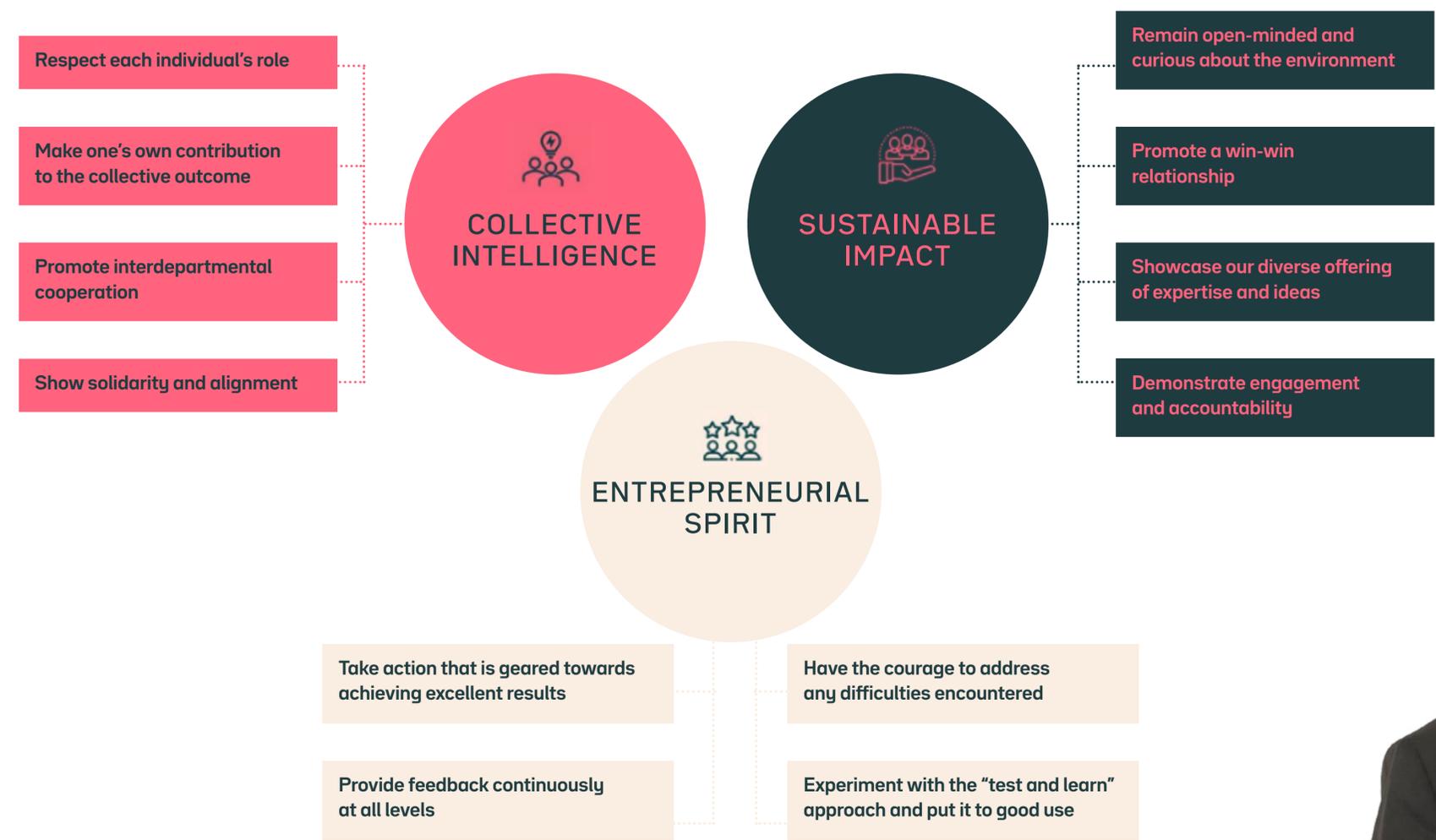
1. Permanent + fixed-term staff excluding those on work-study courses at 31/12/2022 - 2. An indicator enabling companies to measure the pay gap between men and women. 3. Data at 31/12/2022 provisionally consolidated at 21/02/2023 corresponding to at least 90% of hours worked over the year.

CREATING A COMMUNITY TOGETHER THAT IS GEARED TOWARDS FULFILLING OUR AMBITIONS

THREE WORKING PRINCIPLES AT THE HEART OF OUR CULTURAL TRANSFORMATION

Our cultural transformation in a nutshell:

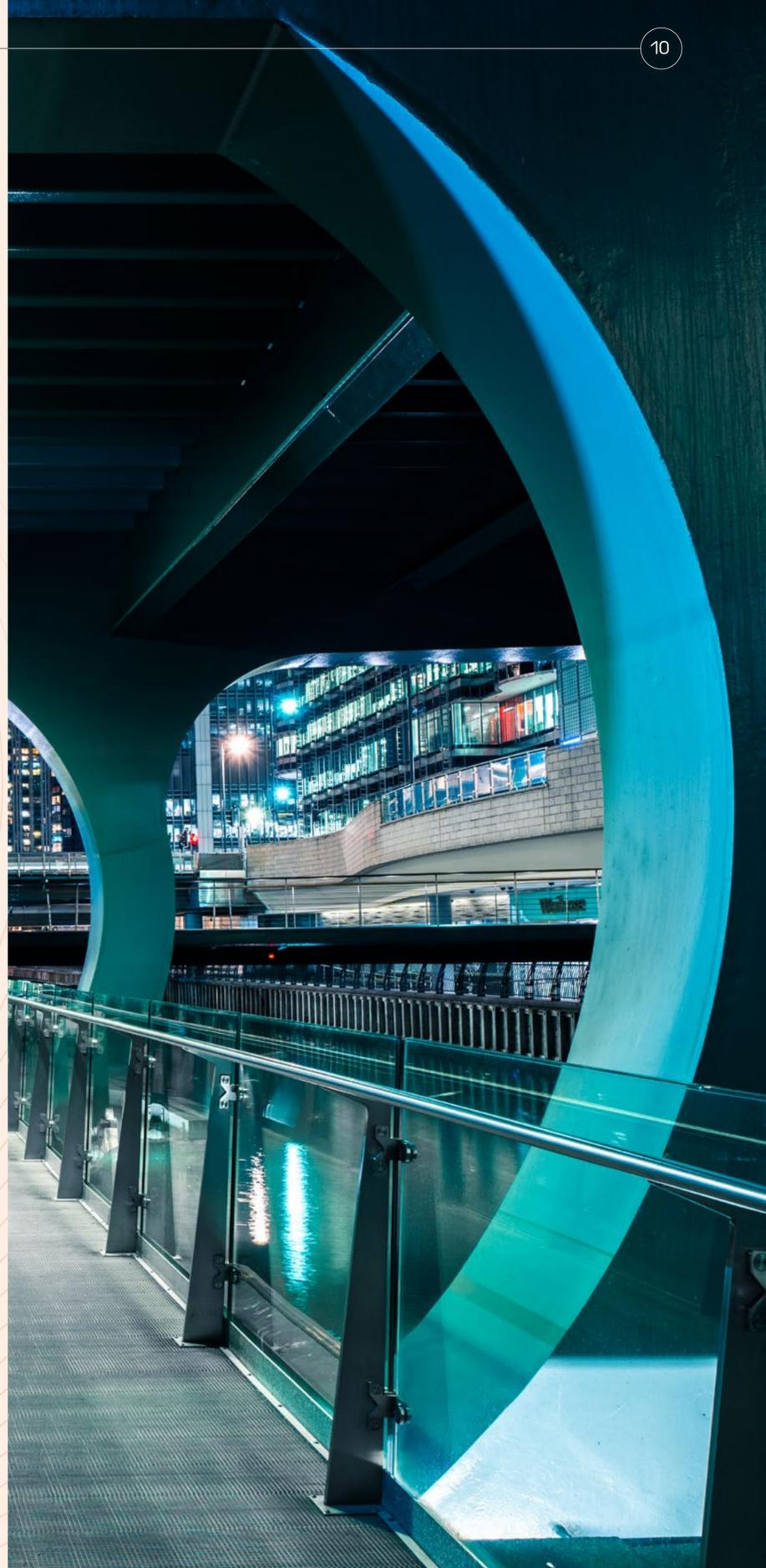
success, pride and a sense of forming part of a collective undertaking.



CONVICTION

"As part of a collective whole, we encourage our staff members to make use of our collective intelligence and entrepreneurial spirit as levers for generating a sustainable impact."

Christophe Thywissen,
Chief Transformation Officer



ACTIVATING OUR COLLECTIVE INTELLIGENCE TO ADVANCE THE TRANSFORMATION

1

Building our strategy together

In 2022, all the management teams reporting to the Executive Committee helped to craft the various aspects of our strategy. The priority was to work together on determining the cultural, strategic and social challenges we face and to present a detailed action plan to Senior Management for its approval.

2

Developing incentivising levers

All the management teams reporting to the Executive Committee got together again towards the end of the year to submit concrete actions aimed at:

- promoting engagement and a sense of pride in forming part of a whole;
- promoting career development.

3

Embedding expected behaviours

A seminar was held for our management teams in 2022, inviting them to devise ways in which the conduct expected of the company's employees could resonate in their day-to-day working lives.

ENCOURAGING A COLLECTIVE FORM OF ENERGY

Involvement and togetherness

A whole variety of initiatives helped to involve employees in our corporate life and corporate culture:

- An evening event bringing staff members together in a friendly and informal setting;
- Events rallying employees together to mark Quality of Work Life Week (QWLW);
- A monthly briefing for all employees;
- An in-house monthly newsletter, L'EchO d'Ostrum, presenting our strategy and ongoing projects and showcasing our employees;
- An in-house photo competition held to mark Earth Day and to familiarise employees with planet conservation issues.

2022 PHOTO COMPETITION ON THE THEME OF "BIODIVERSITY IN THE CITY" TO MARK EARTH DAY



Maia Arband
Ouessant sheep grazing on the Garibaldi embankment, at the very heart of the town of Issy-les-Moulineaux.



Laura Gorge
Amsterdam. Planted tree bases.



Valérie Chaussende
Rome. When life emerges from even the smallest cracks.

MAKING DAY-TO-DAY LIFE EASIER FOR OUR EMPLOYEES

Hybrid working is now embedded in working life, and Ostrum AM has set up a structure that is aimed at guaranteeing a better work-life balance.

Autonomy and flexibility, both essential to home working

Ostrum AM has promoted home working since 2015. Hybrid working combines remote and on-site working and allows for greater flexibility and a better work-life balance. It thus creates a more flexible set-up for working, with some time spent on-site, which encourages interaction and supports team cohesion, and some time spent working from home, which is conducive to concentration. Home working also provides an opportunity to transition to a structure that promotes delegation, giving staff members more responsibility and autonomy.

Supporting work in hybrid mode

“New Ways of Leading”, a programme in support of managers

The “New Ways of Leading” training programme helps managers adjust to their new role as they come to grips with hybrid work and new working environments. It allows them to experiment with new practices, share ideas with their peers and reinforce their leadership.

Best practice charters for holding meetings and managing hybrid work

A memo addressed to all employees was sent out with a recap of best practices for holding meetings. Another memo addressed to managers included a reminder of the best practices to enforce in a hybrid working environment, such as making work meaningful to make employees accountable, meeting up every now and then to maintain perspective, monitoring individuals over time, etc.

Services to promote employee well-being

A wide range of services are on offer within our premises aimed at making day-to-day life easier for our employees and Ostrum AM a pleasant place to work:

-  **A concierge service**
The concierge service offers a whole variety of services within Ostrum AM’s building: a dry-cleaner’s, a hairdresser’s, a beauty salon and a shop selling everyday items.
-  **A network of nurseries**
Nursery places are available in the 1,900 nurseries within the Babilou and 1001 networks. Ostrum AM employees also have access to the Babirelais service for their occasional childcare needs.
-  **A gym**
Employees wishing to take care of their health have access to a gym.
-  **A bicycle parking lot**
A secure parking lot accommodates bicycles within the Ostrum AM building as a means of encouraging sustainable forms of mobility.

- 10 days** of remote working per month
- 100%** of staff members eligible to work from home
- 94%** of staff members working from home
- +5%** of staff members working from home¹

Source: Ostrum AM, December 2022. 1. Relative to 2021.





GIVING OUR STAFF OPPORTUNITIES TO UPGRADE THEIR SKILLS

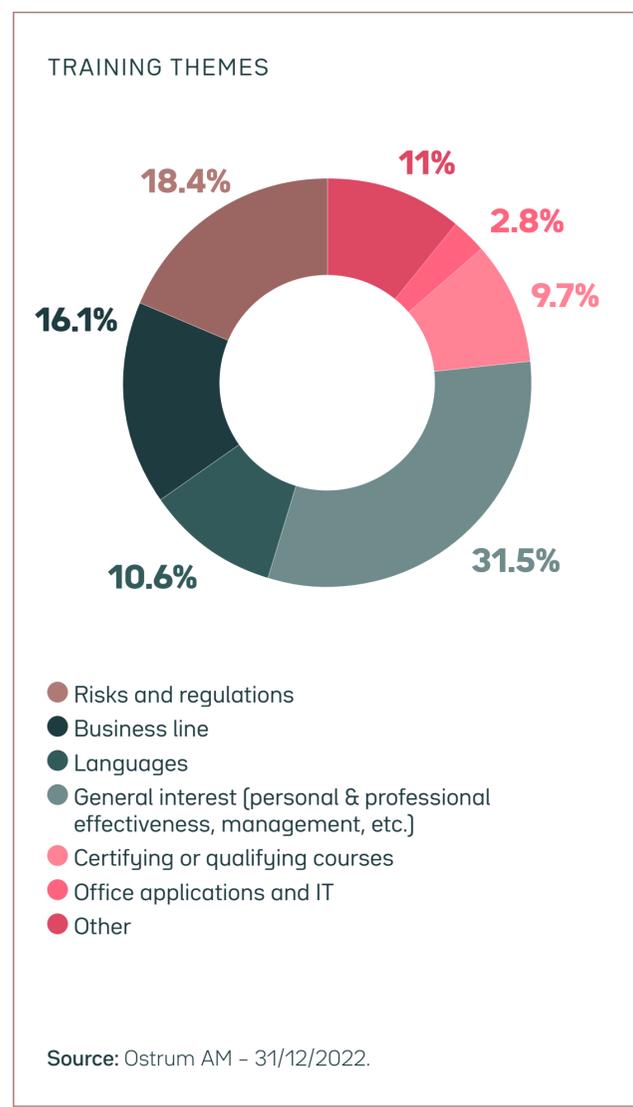
The market is changing fast. By giving our staff opportunities to develop their skills, we are leveraging on our own ability to keep performing well and to remain at the forefront of innovation. This leverage can open up fresh career prospects for one and all.

Developing “core business” skills

We are committed to building on the expertise and employability of our staff and therefore offer them an extensive range of training programmes in various formats and covering the whole spectrum of skills they might need.

Developing cross-disciplinarity within the company

Our management teams opened up their doors to employees from other Ostrum AM departments for the first time in 2022. This “Open Gestion” programme gave them an opportunity to learn about the context within which management operates and about the impact they each have on the management processes applied and the performances achieved.



4,716
hours of training provided
(of which 19.4% in an e-learning format)¹

>92%
of staff members having received training

20
employees having followed a certifying or qualifying course in 2022

>16,000
training courses available to our employees on a self-service basis on the LinkedIn Learning platform

¹. Provisional consolidated data at 21/02/2023 corresponding to at least 90% of hours worked over the year.

OVERVIEW OF ESG TRAINING SESSIONS 2019-2023

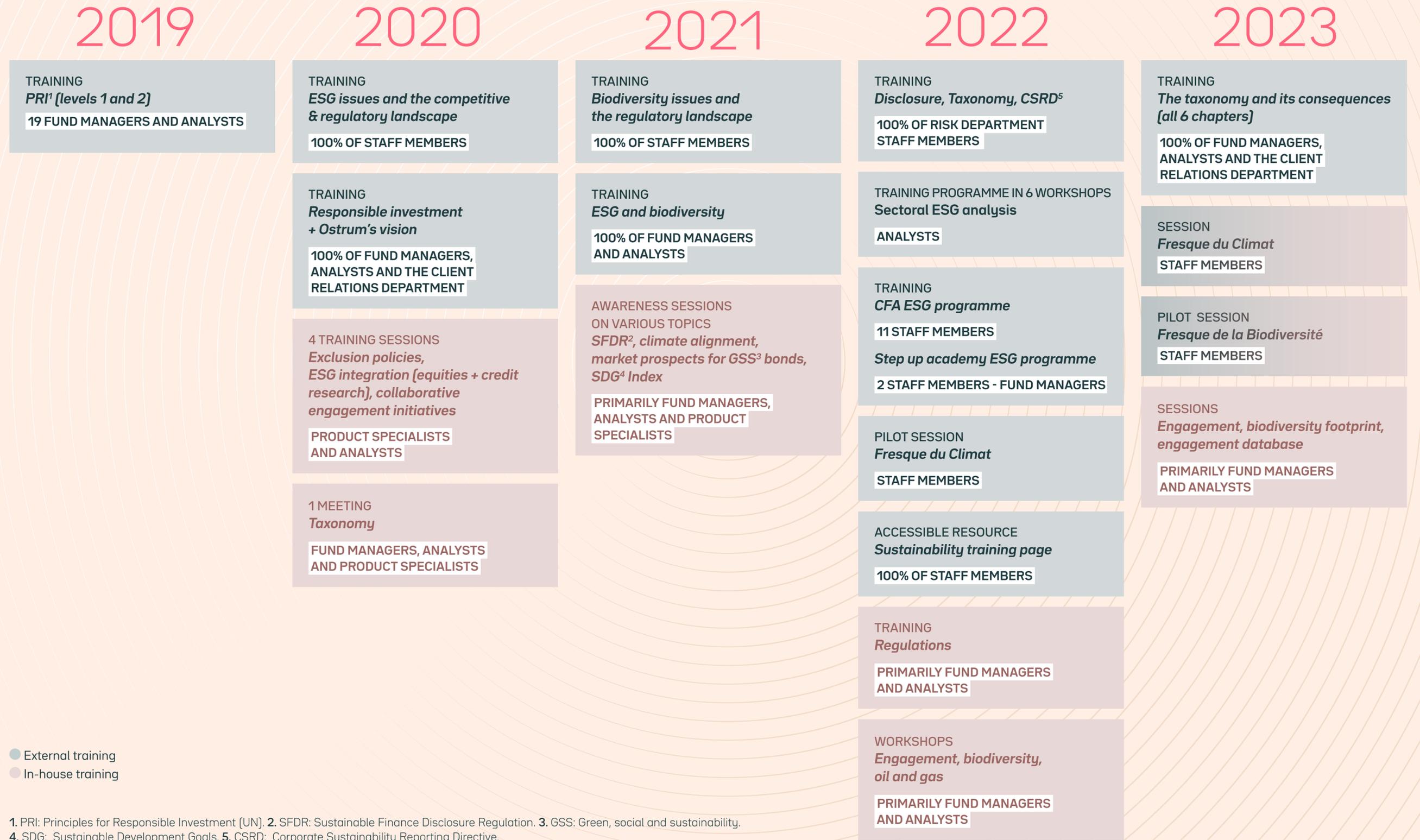
TRAINING COURSES AND AWARENESS SESSIONS ON THE INCREASE

ESG issues at the core of our training initiatives

Sustainable finance is central to Ostrum AM's strategy at a time when the regulatory, environmental and social climate is imposing increasingly high standards in this area. Our training programme focused on ESG issues is geared towards:

- Raising awareness of sustainable finance issues among all our staff members, regardless of their job profiles;
- Ensuring our employees fully adhere to our priorities in this area;
- Building on the expertise of our staff.

- External training
- In-house training



1. PRI: Principles for Responsible Investment (UN). 2. SFDR: Sustainable Finance Disclosure Regulation. 3. GSS: Green, social and sustainability. 4. SDG: Sustainable Development Goals. 5. CSRD: Corporate Sustainability Reporting Directive.



PROMOTING DIVERSITY AND INCLUSION

The diversity of Ostrum AM's workforce is a real source of innovation and creativity for the company. Inclusion therefore takes centre stage in our human resources policy. Collectively we rally to share best practices and enable each staff member to fully unleash their talent.

CREATING A MORE DIVERSIFIED AND INCLUSIVE WORKING ENVIRONMENT

A 3-step action plan



CONVICTION

"We expanded our diversity and inclusion action plan in 2022 with the help of an external assessment carried out on our initiatives and on the proposals submitted by our staff members during working groups and through participation in the diversity and inclusion initiatives set up by the Group."

Sylvie Soulière-Guidat,
Head of Human Resources



MEASURE OUR EFFECTIVENESS

Ostrum AM decided in 2021 to find out how effective its diversity and inclusion policy was in order to identify any scope for improvement. It called on the services of a Tech for Good community start-up called Mixity, which helps businesses and organisations create more diverse and inclusive working environments. Mixity carried out an assessment of the depth of Ostrum AM's diversity and inclusion policy based on five indicators:

- gender;
- disability;
- sexual orientation;
- multiculturalism;
- multigenerationalism.

2023 GOAL

For Mixity to carry out another assessment with an improvement in our score

TAKE ACTION & IMPROVE

Ostrum AM wished to take things further in 2022 as part of a continuous improvement drive. Some twenty staff members met up in workshops in the first quarter of 2022 to work out an action plan that would then be submitted to Ostrum AM's Executive Committee, the aim being to improve diversity and inclusion (D&I). They chose to address the following three themes:

- Disability;
- Intergenerational management;
- LGBT+.

An action plan to achieve progress in the areas of diversity and inclusion

It includes measures spanning all three themes. For example, the need to organise more awareness sessions or to start holding more informal social events again for employees working in hybrid format. As of mid-2022, we sought to meet the need for information and awareness by launching a poster campaign and a series of videos on biases.



The action plan, including specific measures on each theme, will continue to be rolled out in 2023.

Ostrum AM will simultaneously pursue efforts to improve its approach to diversity and inclusion with a focus on its policy's long-standing themes: gender equality, disability and LGBT+.



GENDER EQUALITY

Our initiatives

Accelerating women's career development

- Raising awareness of inclusive management among our managers;
- Promoting WINN (Women in Natixis' Network) which advocates for diversity at the managerial level within the company and takes action to attract and retain talented women;
- Participation in Women Sponsorship, an annual programme set up by Natixis for its female staff members with the aim of:
 - helping them develop their skills;
 - assisting them with their career plans;
 - encouraging them to be more visible.

Promoting diversity during the hiring process

- Participation in the Women in Finance student mentoring programme;
- Introduction of a pro-active female hiring policy with at least one female candidate put forward in each hiring shortlist.

Guaranteeing equal pay

- 3-year gender equality agreement signed by the Economic and Social Unit (UES);
- Allocation of a budget each year to close any gender gaps;
- Systematic reviews of the salaries of all women returning from maternity leave.

Communicating and raising awareness

- Two videos broadcast on social media and an article written by the Head of Human Resources to mark International Women's Day on 8th March.



Role Model interview with Anne Ollier #WeareOstrum



SIDE BY SIDE interview with Alice Val and Martin Lebel #WeareOstrum

CONVICTION

"Participating in Women in Finance and meeting students gives us an opportunity to promote and advance female representation in managerial roles"

Rouska Winter,
Head of Euro Aggregate Fixed Income



The 2022 edition of Women in Finance in focus

- This event is overseen by BPCE's Global Financial Services division and organised in partnership with WINN and 100 Women in Finance; it seeks to draw more female talent into finance and front-office occupations. It caters to pre-graduate students from business and engineering schools worldwide.
- Four Ostrum mentors were thus given an opportunity to interact with students.



39%
share of women in the company

40%
of vacant positions filled by women

> 41%
women in managerial positions

3 out of 9
members of the Executive Committee are women

99/100
score on the gender equality index which reflects any gender gaps in terms of pay, distribution of individual pay rises and promotions, and salary reviews for those returning from maternity leave

100%
of the employee's salary paid during paternity leave and childbirth leave under the drive to extend paternity leave to 25 days

Source: Ostrum AM, December 2022.

DISABILITY: A PLACE FOR TALENT IN ALL ITS FORMS

We are aware that companies have a part to play in driving efforts to integrate disability in all its forms, and for this reason we collectively strive to gain a better understanding of disability and assist those with specific needs.

2023 GOAL

To implement the new disability agreement coming into effect in 2023 and enabling employees with long-term illnesses to benefit from the same adjustments as disabled employees.

Our initiatives

Hire and integrate

- With HandiFormaFinance, a financial market initiative driven by Ostrum AM and supported by the AGEFIPH¹, which seeks to make it easier for disabled people to access jobs in finance by offering them suitable training;
- Through specific partnerships and initiatives: forums, a dedicated recruiter, presentations of different occupations to young disabled people during Duo Days.

Adapt the working environment

- Improve access to our premises;
- Adjust workstations (ergonomics, equipment, etc.);
- Offer each disabled employee suitable support from the occupational health physician, social worker and disability contact person.

Support businesses in the adapted employment sector

- Prioritise where possible the use of services provided by businesses operating in the sheltered and adapted employment sector

(which caters to disabled employees), in concert with Global Financial Services (BPCE).

Change attitudes to disability

- Regularly take part in events, conferences and training courses offered by Global Financial Services (BPCE).

Support families

- Offer a specific type of support to employees with a disabled child or spouse.

Our new engagement initiatives in 2022:

- Participation in Duo Days (see Focus);
- A joint interview on "Attitudes to disability" with a disabled employee, their manager and our disability contact person;
- Videos broadcast to tackle biases and preconceived ideas.

¹. National association responsible for managing the fund for integrating disabled people in the workplace. ². Source: Ostrum AM 2022.

6.26%
share of disabled employees²

Duo Days in focus

- Ostrum AM marked the 26th edition of the European Week for the Employment of People with Disabilities by rallying together to help change attitudes towards disability and thus give everyone an opportunity to thrive in the workplace.
- Ostrum AM participated in Duo Days for the first time this year and hosted three disabled people for a day of immersion within the company's different departments.

MEASURES PROMOTING THE INCLUSION OF LGBT+ EMPLOYEES

Our initiatives



As it does every year, Ostrum AM draped its logo in the colours of the rainbow to mark Pride Month¹ on social media.

Philippe Setbon was appointed *Rôle Modèle Dirigeant Allié 2022* by L'Autre Cercle² in recognition of his support for the LGBT+ cause. L'Autre Cercle has held its "Rôles Modèles LGBT+ et Allié.es" event each year since 2019, a ceremony paying homage to individuals who have led the way in including LGBT+ people in the workplace.

Ostrum AM backs the ALL EQUALS network, which promotes equality and inclusion for LGBT+ employees within Groupe BPCE. It is open to all staff members, regardless of their sexual orientation, gender identity, site or business line.

The ALL EQUALS network takes action in favour of LGBT+ inclusion:

- It ensures that no discrimination takes place within the company;
- It runs awareness campaigns in each country.

1. Pride Month celebrating the LGBT+ community.
 2. <https://www.autrecercle.org/>



INTERGENERATIONAL MANAGEMENT

Our initiatives

Support junior workers with a focus on young graduates:

- We hosted 12 young graduates from disadvantaged areas to provide them with soft skills training and give them an opportunity to learn about the different roles on offer in the world of finance

- Women in Finance was an opportunity to inform students about the different occupations available in the world of finance.

Support senior staff towards the end of their career:

Specific measures are offered to employees approaching retirement:

- Part-time arrangements for senior staff;
- Help in buying back pension quarters or a supplementary benefit for employees in job roles that are being transformed;
- Skills sponsorship.

The group offers staff members aged 57 or over a series of three conferences on the topic of pensions each year, in partnership with social protection provider Malakoff Humanis.

Source: Ostrum AM, 2022. 1. Junior: aged <30 / Senior: aged >55.



Finance Game in focus

Ostrum AM launched its first Finance Game in October 2022, in partnership with ENSAE-Finance & Investissement.

Students spent 24 hours working on three academic studies centred around the main topics of concern for asset managers today:

- ESG & the climate
- AI & portfolio optimisation
- machine learning & investment strategies

Ostrum AM's fund managers, analysts and quantitative investment experts assisted the students in getting to grips with these topics.

After a night of competing, the various student teams presented their projects to a jury made up of ENSAE professors and Ostrum AM managers.

The jury noted that their work was of very high quality and that they had chosen their approaches well. Having defended their cases, three of the teams received awards.

PILLAR 2

GUIDING OUR CLIENTS TOWARDS A MORE RESPONSIBLE FORM OF INVESTMENT

OUR OBJECTIVES

To help our clients incorporate corporate responsibility into their investments while ensuring their needs are met. As an asset manager, we are committed to being entirely transparent when providing support and information to our clients. We adapt their ESG policies to their dedicated funds and management mandates and keep them informed of regulatory developments. We also offer them a range of products that are able to meet precise ESG criteria.

A RESPONSIBLE AND BESPOKE RANGE OF SOLUTIONS

Each of our clients is unique. Our organisation, experts and information system therefore seek to cater precisely to the specific features of their responsible investment policies. For instance, we provide bespoke solutions for their climate strategies: carbon footprint management portfolios, specific exclusions, products geared towards the energy transition, etc.

And in an effort to take things further and provide proper guidance for our clients, we must:

- assist them in preparing their own investment policies based on their objectives and in compliance with a stringent regulatory framework;
- inform them of our own convictions and responsible investment policy, which we apply to our range of open-ended funds.



€25bn

of assets invested in green, social and sustainability bonds¹

76%

of our AUM (i.e. €286.5bn)¹ in Article 8 funds and mandates (SFDR²)

1st labelled mandate invested in insurance-related assets

Launch of our first just transition fund

¹. Source: Ostrum AM at 31/12/2022. ². SFDR: Sustainable Finance Disclosure Regulation.

ASSISTING CLIENTS WITH THEIR ESG POLICIES

Support is at the core of our approach to CSR. We therefore endeavour to inform, assist and advise our clients at each step of their ESG journey in a fully transparent manner. Our experts work with them side by side, from defining their sustainable investment policies to ensuring their compliance with regulations and publishing dedicated reporting that will add transparency to their investments.

HELPING AT EACH STAGE OF THE DECISION-MAKING PROCESS

1. Preparing ESG policies alongside our clients

All exclusion, selection, labelling and sector-based policy decisions have repercussions when it comes to making investments and reaching the portfolio management targets set. We provide our clients with the insight they need to prepare their ESG investment policies by reconciling their fiduciary duties towards their own clients with their responsibility as an investor. We join them in analysing the consequences of each of their options so that they can take informed decisions. This process involves carrying out impact studies before implementing the policy based on the key criteria selected by an institutional investor, in particular insurance companies: actuarial rate at purchase, portfolio duration, impact on investment rules, etc.

Achieving continuous improvement

Since 2021, Ostrum AM has been keen to ensure that its clients are satisfied with the ESG management support it provides. We now systematically include questions on these topics in our annual satisfaction survey. We are therefore able to fine-tune the measures we need to introduce in order to provide our clients with better support on these topics based on their feedback.

CONVICTION

“Our approach is one of continuous improvement geared towards always doing more to meet our clients’ needs, catering to their investment objectives and methodologies, and assisting them at each stage of their thought process.”

Angélie Reynier,
Head of Services Platform Development and Customer Experience



2. Assisting our clients with their SRI labelling processes

Ostrum AM has been working to speed up the labelling of its open-ended funds since 2020 and we are still actively doing so. We have thus acquired expertise that enables us to assist our clients both by providing advice and by helping them implement the labelling process. Since 2021, we have provided assistance with the labelling process for all those clients who were interested. In an effort to centre our organisation around our clients’ needs, we set up in “agile” mode in 2022 with the help of a multi-disciplinary team; the aim was to continue hitting our goal by meeting 100% of our clients’ labelling needs. The team includes labelling process specialists and is made up of members of our investment strategy team, particularly our ESG strategy staff, and our development teams – business strategy, customer experience and investment specialists, all of whom work closely with our clients.

3. Fulfilling the latest regulatory requirements

European Taxonomy¹, SFDR² (with the option of funds being classified as Article 8 or 9), the Energy-Climate Law³...: sustainable finance regulations are becoming increasingly stringent and continue to evolve in an effort to rise to the social and environmental challenges facing France and Europe alike. We therefore provide our clients with the tools they need to understand and prepare for these new regulations in the investment choices they make and in the information transparency they deliver. Ostrum AM launched an ESG reporting project in 2022 seeking to make climate and ESG data as well as the concept of “engagement” more transparent and of better quality; it focuses particularly on investment trajectories so that the impact of evolving investment decisions can be monitored over time.



ALL WITH THE UTMOST TRANSPARENCY

Our clients have access to all the information on our responsible investment policy:

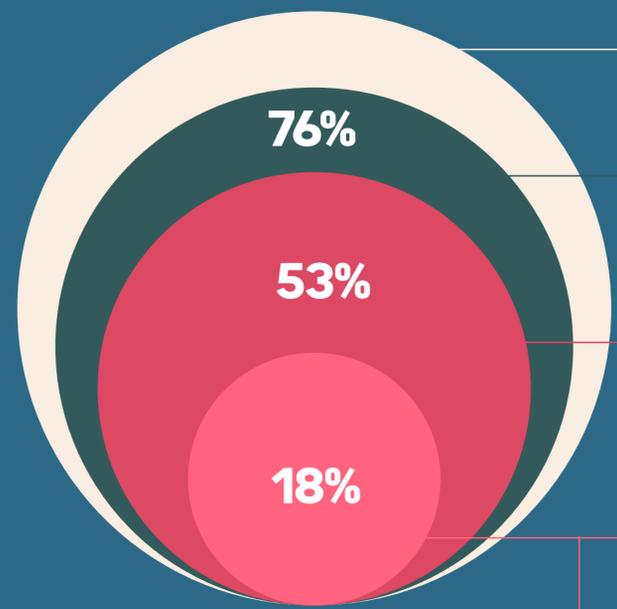
- **CSR policy**
 - Corporate social responsibility report;
 - ESG policy;
 - Sustainability report, Energy-Climate Law (Loi Energie-Climat) report;
 - Voting policy and engagement policy;
 - Voting report, engagement report;
 - Sector policies.
- **Climate risk management report**
 - TCFD report⁴;
 - Report on managing sustainability risks and adverse impacts.
- **Reporting**
 - Portfolio ESG reports.

1. A tool for classifying activities according to whether they should be considered “green” or “sustainable”. 2. SFDR: Sustainable Finance Disclosure Regulation. 3. The Energy-Climate Law adopted on 8th November 2019 sets ambitious targets for France’s climate and energy policy (gradual withdrawal from fossil fuels, development of renewable energies, etc.). 4. Task Force on Climate-related Financial Disclosures.

A LEADING RESPONSIBLE INVESTOR

€25bn

of our assets invested in green, social or sustainability bonds



€377bn

Total AUM (funds and mandates)

€286bn

Article 8 or 9 funds under the SFDR¹

€200bn

Sustainable funds

€68bn

SRI-labelled funds

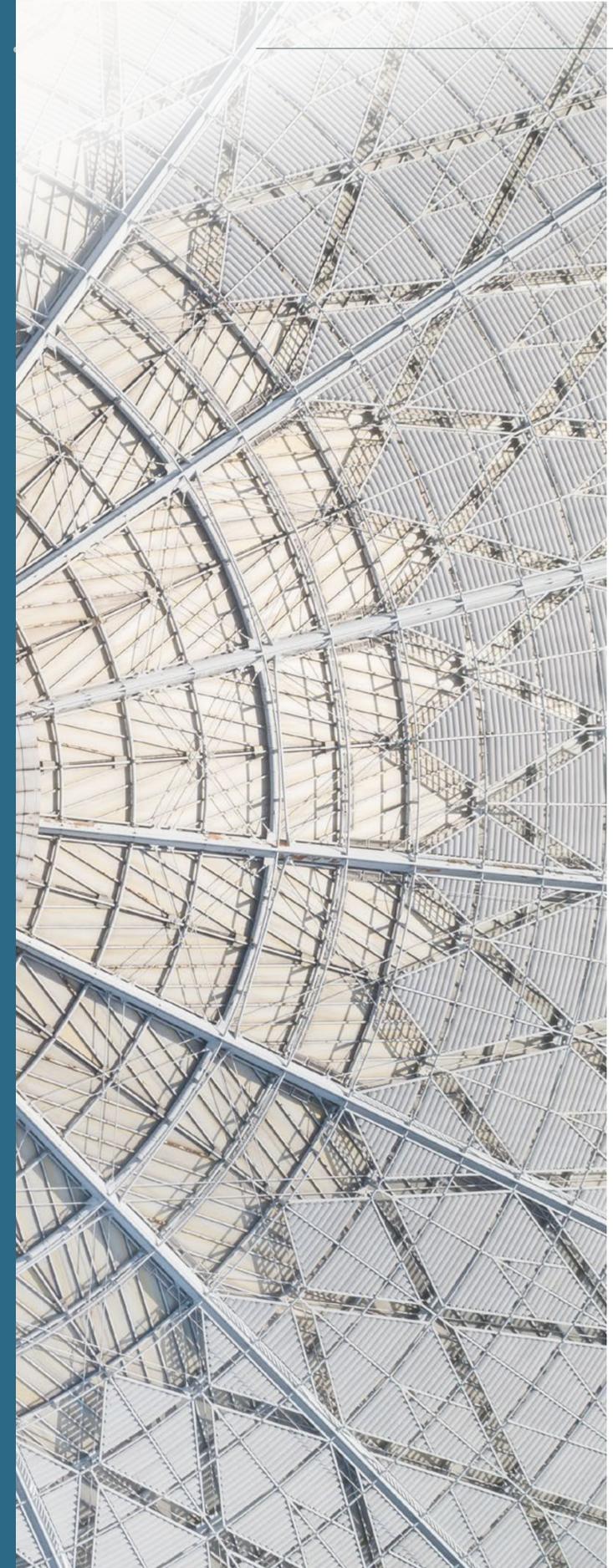
i.e.

98%

of the assets held in our open-ended funds carry the SRI label

2023 GOAL
Over **90%** of AUM classified as Article 8

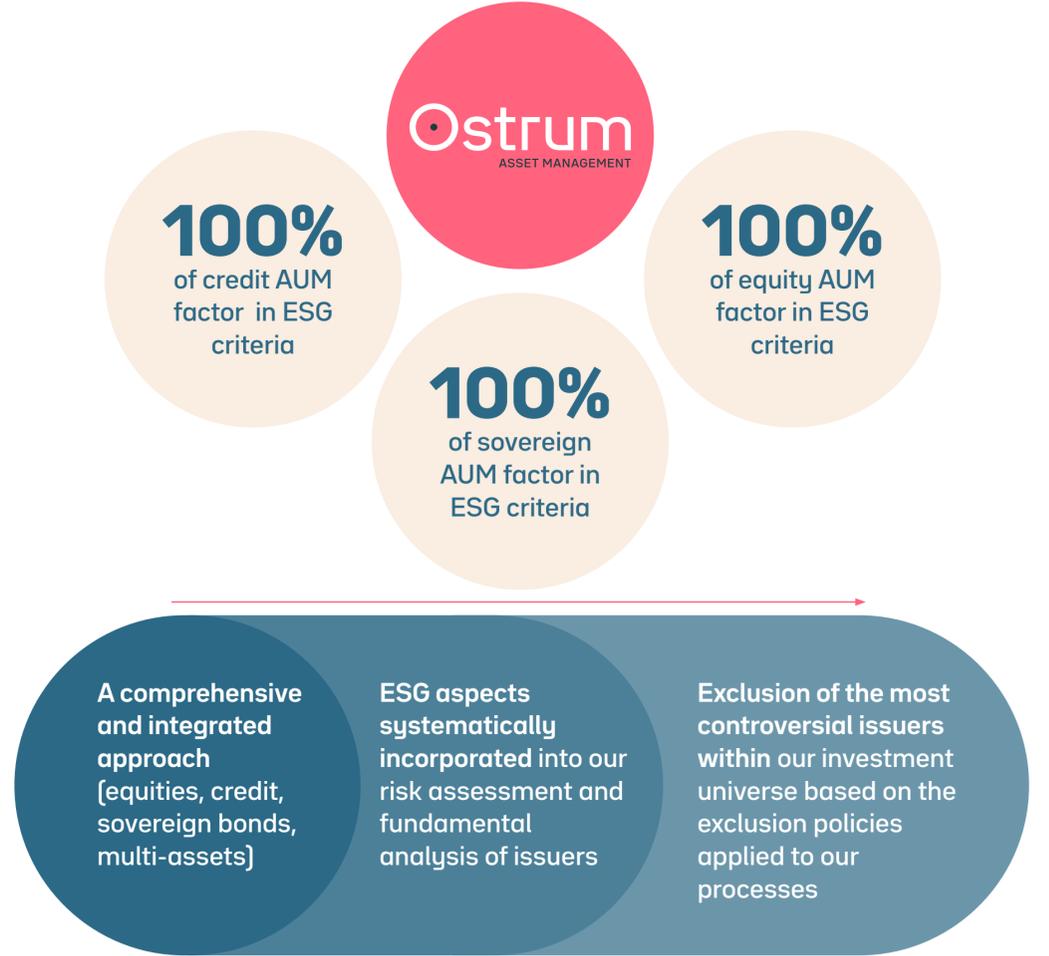
¹ Funds classified as Article 8 promote ESG characteristics but do not have sustainable investment as an objective. They may partially invest in assets with a sustainable objective, for example, as defined by the European Union's classification. Article 9 funds under the SFDR have sustainable investment as an objective.



ESG CRITERIA FACTORED INTO ALL OUR INVESTMENT STRATEGIES

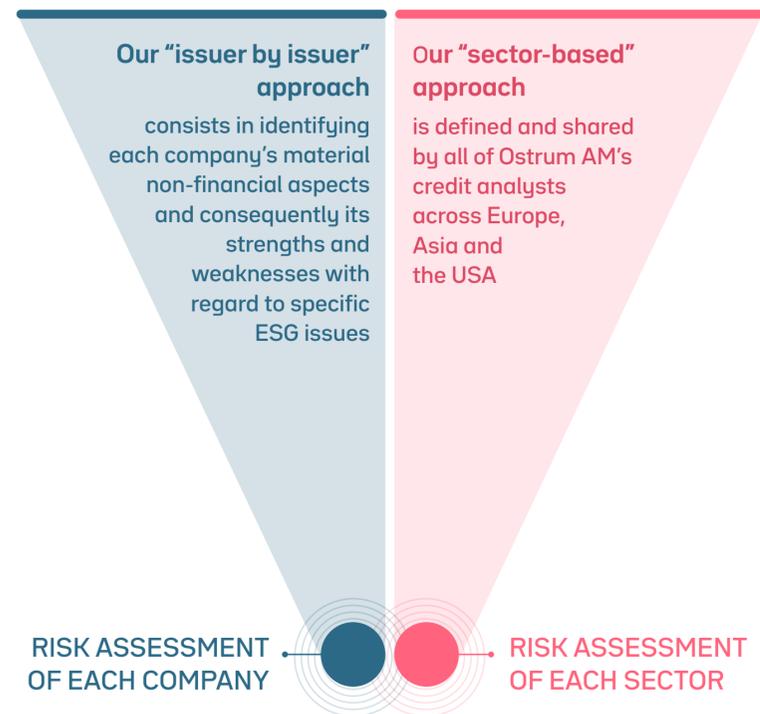
We firmly believe that material non-financial criteria provide essential information about an issuer's risk profile and about the returns delivered by its securities. We therefore incorporate ESG criteria into all our investment strategies. We offer our clients responsible investment solutions catering to all their varied needs. We work with them to develop bespoke strategies according to their ESG aspirations.

Systematic ESG analysis & a comprehensive approach



INCORPORATING ESG CRITERIA INTO CREDIT RESEARCH

Our credit research team incorporates non-financial aspects into its analyses systematically. What is the condition for doing so? They must be considered "material", i.e. with an impact on the issuer's credit risk. Our analysts ensure that their issuer assessments are consistent and fair by taking a dual approach, the results of which are shared and integrated into our investment management tools:



The results obtained using this methodology are quantified based on an assessment scale measuring material ESG risks and opportunities:
THE ESG MATERIALITY SCORE¹

1. SCORE: the ESG materiality score.

INCORPORATING ESG CRITERIA INTO SOVEREIGN BOND RESEARCH

Non-financial aspects are systematically factored into our sovereign bond investment processes, with each country's risk profile assessed in two stages:

Our sovereign risk assessment model²
This is a proprietary quantitative model used to carry out medium-term assessments of developed and emerging countries:

- It covers all developed and emerging countries;
- It evaluates the probability of a change in the rating assigned by Standard & Poor's within the next one to three years.

Our selection of sovereign bonds according to ESG criteria
Whenever E, S or G aspects might potentially have an impact on:

- the investment horizon;
- sovereign risk;

the Sovereign Debt Selection team³ will factor them into its investment views.

2. Sources: macroeconomic data from S&P and non-financial data from the World Bank, United Nations and ND-Gain.
3. The sector team responsible for selecting sovereign bonds.

INCORPORATING ESG CRITERIA INTO EQUITY RESEARCH

When it comes to investing in equities, ESG practices are considered a guarantee of a company's overall quality. These aspects are discussed during contacts with the company. Ostrum AM's equity fund management team therefore factors in ESG criteria not only to identify the risks involved in investing in a company or sector but also the opportunities.

Assessing the risks of a company or sector

- Identifying long-term trends that might disrupt certain business sectors;
- Incorporating ESG aspects into traditional financial analysis in order to increase visibility on an issuer's quality in the longer term.

Identifying quality growth companies

- Evaluating a company's quality, upside potential and aggregate growth based on meetings with its management;
- Incorporating ESG aspects in order to complete our assessment of the company's quality: environmental risks (relating to the company's products and services), social risks, governance and management.

Our fund managers will therefore not select a company if it has poor ESG credentials or faces ESG risks.

Catering to increasingly demanding ESG requirements
Certain portfolios and mandates have explicit SRI constraints. We manage these portfolios, at the client's request, on the basis of significantly higher ESG quality standards:

- a minimum ESG quality threshold enforced for a company to be included in the investment universe;
- a portfolio ESG score that is significantly higher than that of the benchmark index or better than the ESG score of the index's top four quintiles, in accordance with the standards set by the French government's SRI label.



SRI STRATEGIES

CATERING TO ALL OUR CLIENTS' NEEDS

Thanks to our long-standing experience of responsible investment, we are able to offer our clients specific SRI and ESG solutions and investments across all our asset classes. We work with them to develop bespoke strategies that are closely tailored to their ESG objectives.

Besides incorporating ESG criteria when analysing its entire spectrum of asset classes, Ostrum AM has also rolled out an SRI investment strategy. Some 76% of its AUM are now classified as Article 8 or 9 according to the SFDR.



BEST-IN-CLASS AND POSITIVE SCREENING

Excluding issuers with high ESG risk profiles and favouring issuers with the best ESG ratings



BEST-IN-UNIVERSE

Favouring issuers with the best ESG credentials within the investment universe, all sectors combined



STRICTER EXCLUSION CRITERIA

Excluding issuers with the highest ESG risk profiles



SMART CARBON STRATEGIES

Suggesting portfolio decarbonisation strategies as well as carbon footprint management portfolios

ROBUST TOOLS

We make use of the following resources to apply our SRI strategies:

- **External databases renowned for being of high quality and covering a broad scope, including:** SDG Index for sovereign issuers, Trucost, CDP for analysing each company's carbon criteria, Vigeo for ESG indicators, Iceberg Datalab for biodiversity¹.
- **The GREaT methodology²**, which analyses companies through the prism of sustainability issues. While incorporating data of such high standards, Ostrum AM is also attentive to its clients' needs and capable of managing their portfolios according to their own analytical approaches.

LAUNCH OF THE 1ST GLOBAL BOND FUND BASED ON THE JUST TRANSITION THEME

Ostrum AM firmly believes that the ecological transition will not work properly unless social issues are taken on board. Accordingly, in 2022 it launched the first bond fund spanning a "global" investment universe and centred around the just transition theme: Ostrum Global Sustainable Transition Bonds. The fund is classified as Article 9 [SFDR] and adheres to the Greenfin label directives³; it is 100% invested in international sustainable bonds and seeks to factor in the just transition when selecting both the issuers and the instruments in which it invests. Its objective is three-fold:

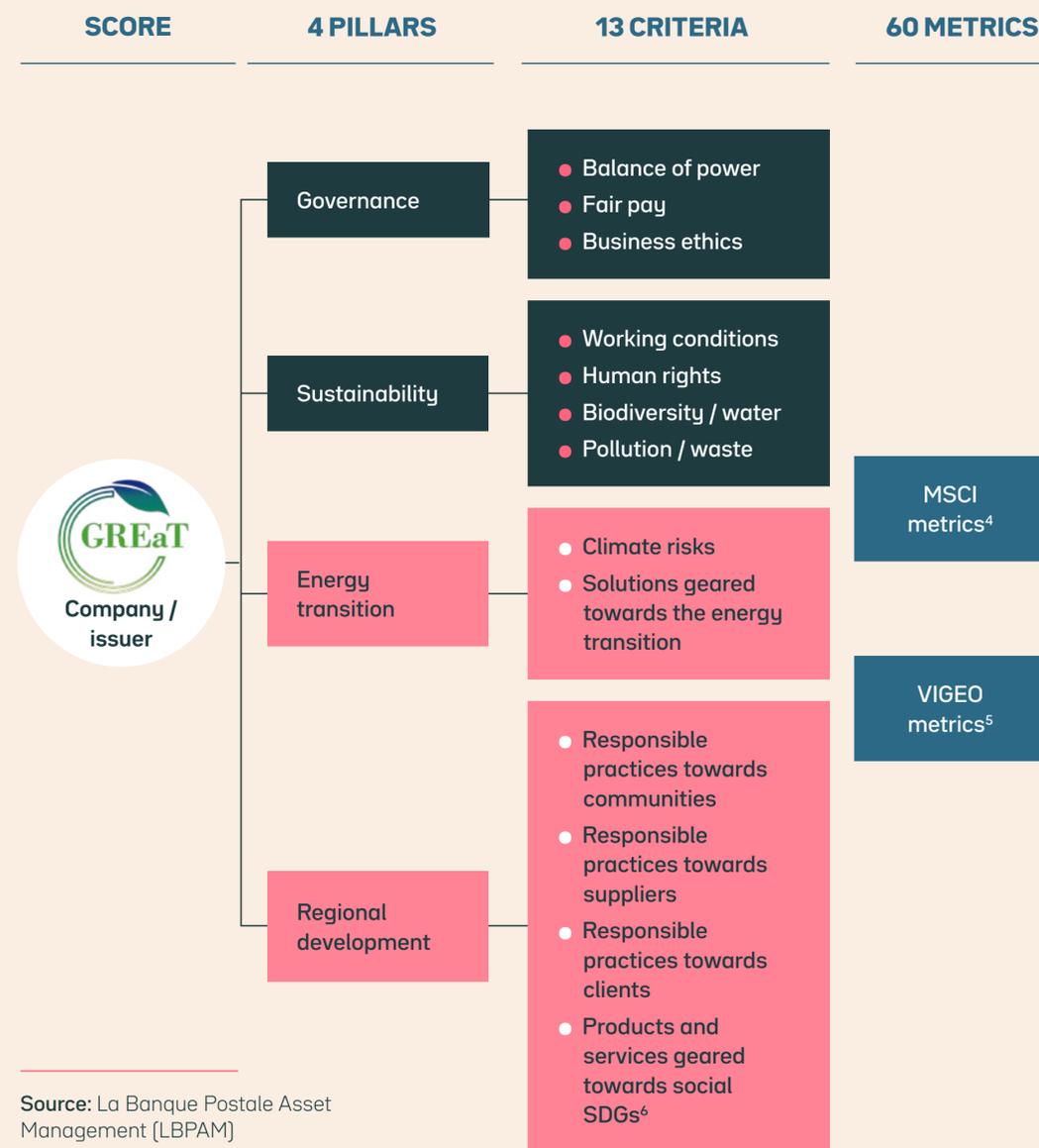
1. Reduce the carbon footprint
2. Promote social impact
3. Protect local ecosystems and economies

1. You can find the full list of our data providers at <https://www.ostrum.com/en/our-csr-and-esg-publications>. 2. A proprietary non-financial rating methodology developed by La Banque Postale Asset Management. 3. The Greenfin label aims to steer a portion of savings to the energy and ecological transition. You can find more details here: www.ecologie.gouv.fr/label-greenfin. 4. <https://www.msci.com/> 5. <https://esg.moody's.io/> 6. SDG: Sustainable Development Goals.

THE GREaT METHODOLOGY

Besides incorporating ESG criteria, the GREaT method for assigning non-financial ratings to private issuers is also based on several other criteria: engagement, responsibility, and risks and opportunities for each company.

Investments are therefore assessed according to non-financial aspects on a scale of 1 (high non-financial quality) to 10 (low non-financial quality).



Source: La Banque Postale Asset Management (LBPAM)

AN AMBITIOUS SECTOR POLICY

Ostrum AM has defined strict exclusion policies with the aim of excluding sectors or issuers from its investment universe if they do not observe certain fundamental principles of responsibility. We promote them to our clients through a process of permanent dialogue and resort to exclusion only as a last resort.

Exclusion policies

When we need to apply strict exclusion policies, we do so on different levels and based on clearly defined themes.

- **Arms industry, blacklisted states**
All our funds;
- **Coal, oil, gas, tobacco and Worst Offenders¹**
Applicable to all our open-ended funds as well as mandates and dedicated funds, unless otherwise requested by our clients;
- **Bespoke exclusions applied specifically**
for certain clients in accordance with their objectives.

New oil and gas policy

- Ostrum AM established its new oil and gas policy in 2022, pledging to phase out activities involved in the exploration and production of unconventional and/or controversial² oil and gas by 2030.

¹ Worst Offenders: those most in breach of the rules. ² The definition of unconventional/controversial applies to those that make use of fracking processes (shale oil and gas, tight liquids and gases) or that rely on ultra deepwater drilling, Arctic drilling or the mining of tar sands, coal methane or extra-heavy oil. ³ In compliance with the recommendations issued by leading institutions based on scientific research. ⁴ More information is available in the TCDF report.

CONVICTION

"We engage in permanent dialogue with companies in an effort to encourage them to improve their practices, and we will exclude them only as a last resort."

Joséphine Chevallier,
Head of ESG integration
and ESG strategy



DETAILS OF OUR SECTOR-BASED

BLACKLISTED STATES

Ostrum AM complies with current regulations and therefore does not invest in countries:

- that are under a US or European embargo,
- that are seriously failing in their efforts to tackle money laundering and terrorist financing, according to the Financial Action Task Force (FATF).

WORST OFFENDERS

Ostrum AM excludes all companies, whether listed or not, that have been proved to be in serious breach of the principles set out in internationally established standards (United Nations Global Compact, OECD), particularly in the areas of human rights, labour laws, environmental conservation and business ethics.

TOBACCO

Ostrum AM has pledged to cease supporting the tobacco industry, which has particularly adverse social, societal and environmental impacts and runs contrary to the Sustainable Development Goals (SDG).

COAL

Ostrum AM excludes companies that are adding new coal capacity and those that have not established a coal exit plan as per the Paris Agreement. Ostrum AM also excludes companies that exceed the following thresholds:

- 20% of revenue derived from the production of coal-fired energy or from the production of coal,
- 10m metric tons of thermal coal produced annually,
- 5 GW of installed capacity,
- 20% of energy production generated by coal.

CONTROVERSIAL WEAPONS

Our controversial weapons policy excludes companies involved in:

- producing, deploying, stockpiling, selling or transferring cluster munitions or anti-personnel mines, whether newly purchased or held in existing stocks,
- chemical weapons, biological weapons, nuclear weapons or depleted uranium weapons, if newly purchased.

OIL & GAS

Ostrum AM has since 2022 been phasing out activities involved in the exploration and production of unconventional³ and/or controversial oil and gas, with full withdrawal scheduled by 2030.

We have ceased investing in issuers that derive 10% or more of their output in volume terms in these categories⁴.

This policy applies not only to the company in question but also to all those companies involved in the value chain: exploration, development and, therefore, much of the downstream chain.

It is supplemented with a voting and engagement policy applied to unconventional and/or controversial oil & gas as well as conventional oil & gas.

This policy will evolve over time. Thresholds are to gradually become more stringent in an effort to support companies through their transition, while maintaining high standards.



ASSISTING ISSUERS WITH THEIR TRANSFORMATIONS

As an asset manager, we are responsible for steering share and bond issuers towards best practices in the environmental, social and governance arenas.

- For this purpose, we make use of:
- constructive dialogue with issuers,
 - a strict voting policy.

In 2022, for instance, we stepped up our climate engagement by determining our dialogue priorities by sector. We also engaged in dialogue with issuers on the topic of biodiversity.



8
engagement themes

242
engagement initiatives in 2022¹

23%
of engagement initiatives concern climate action

24%
of engagement initiatives concern clean energies

14%
of engagement initiatives concern biodiversity

123
companies were engaged as part of an engagement mission

Dialogue Ostrum AM engages in dialogue with all the companies in which its portfolios are invested, whether in their shares or their bonds. A joint engagement policy is established, after which specific levers are activated depending on the type of assets in question.

99% attendance rate at general meetings



81%
of resolutions approved

19%
of resolutions opposed

¹. All issuers combined. Read the engagement report here: <https://www.ostrum.com/en/our-csr-and-esg-publications#voting-policy-and-shareholder-engagement-policy>

CONVICTIONS BACKED BY AN AMBITIOUS ENGAGEMENT POLICY

As a committed asset manager, we play close attention to the conduct of all the companies in which we invest, whether in their shares or their bonds. We aim to draw each issuer’s attention to the ESG risks it might have overlooked or under-estimated and to share our ESG best practices with them. Any changes adopted are followed up over time so that the improvements made by the issuer can be measured and its valuation adjusted accordingly.

Permanent dialogue with bond issuers

Ostrum AM remains in permanent contact with bond issuers on the whole spectrum of social, environmental and governance topics in order to help them manage their ESG risks more effectively, enhance the quality and transparency of the information they disclose, and improve their practices. For this purpose, we keep in regular contact with bond issuers, whether before investing in them (during the due diligence process) or

after already having added their securities to our portfolio. The purpose of such dialogue is to forestall ESG risks, but we may also engage with an issuer in response to an issue that is affecting it, such as a controversy.

Shareholder engagement to improve practices

As an active and involved shareholder, we keep in very regular contact with the companies in which we invest. This dialogue is based on a solid approach to responsible investment, which in turn consists in analysing a company’s practices, determining the main issues faced within its sector and identifying possible areas for improvement. One of the key aspects of this process is an assessment of an issuer’s ESG practices in the run-up to its annual general meeting at which we will be exercising our voting rights.

CONVICTION

“We make use of dialogue to encourage companies to improve their practices.”

Ibrahima Kobar,
CIO, Head of Fixed
Income & Research



2023 GOAL

- To be engaged with 100% of the issuers targeted by our coal, oil and gas policies

A STRINGENT AND DEMANDING VOTING POLICY

As a determined responsible investor, Ostrum AM is meticulous and demanding when it comes to exercising its voting rights¹ at general meetings. Our comprehensive voting universe covers social, environmental and governance matters. For transparency purposes, we publish all the votes we cast during the annual general meetings we attend.

Full exercise of our voting rights

Ostrum AM exercised voting rights attached to the securities held in the UCIs and mandates it manages and for which it held voting rights.

In cases where we oppose a resolution, we will systemically inform the company in question and give them the reasons for our opposition.

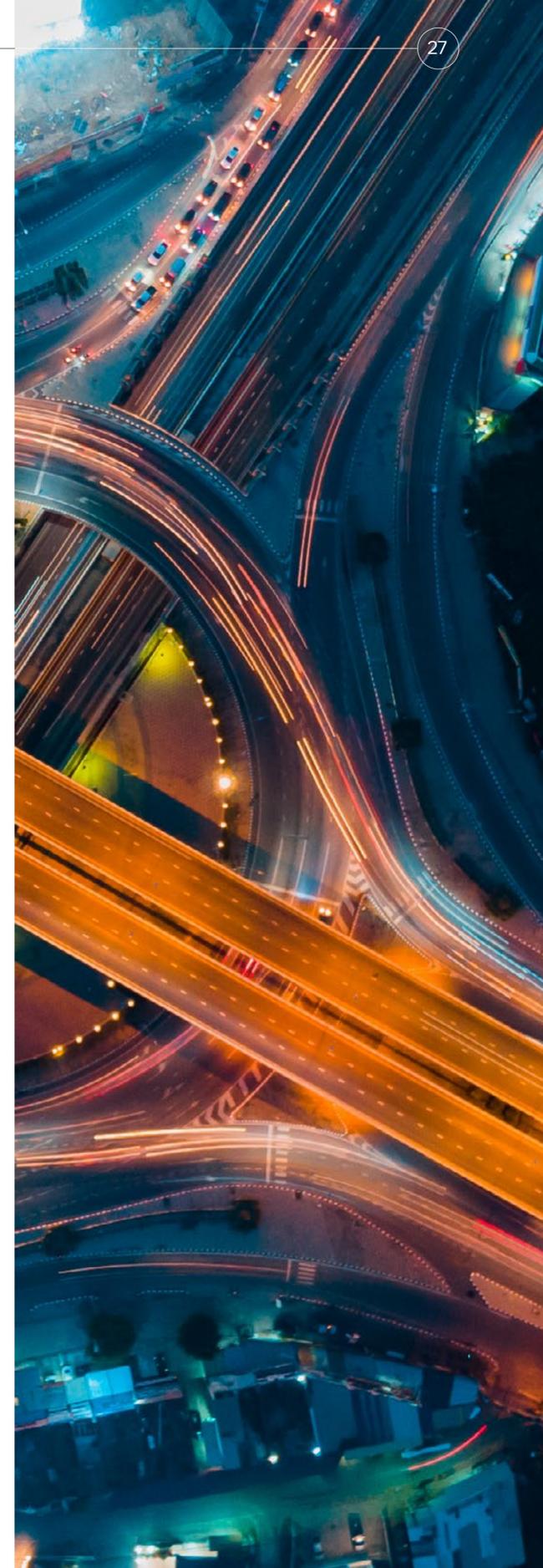
- Annual general meetings: **101**
- Resolutions voted on: **1,945**
- Resolutions approved: **81%**
- Resolutions opposed: **19%**

Ostrum AM’s voting policy places a particular emphasis on:

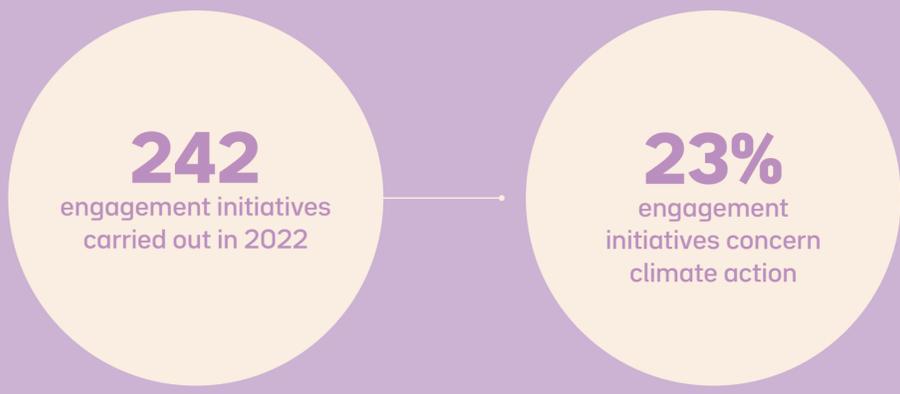
- the robustness of the governance bodies within its portfolio companies;
- information transparency;
- how demanding a company’s targets are;
- the non-financial issues factored in;
- whether the amounts allocated are reasonable.

Ostrum AM’s voting decisions also factored into **the commitments made under its sector policies,** for instance with respect to the climate strategies of companies operating in the oil & gas and coal industries.

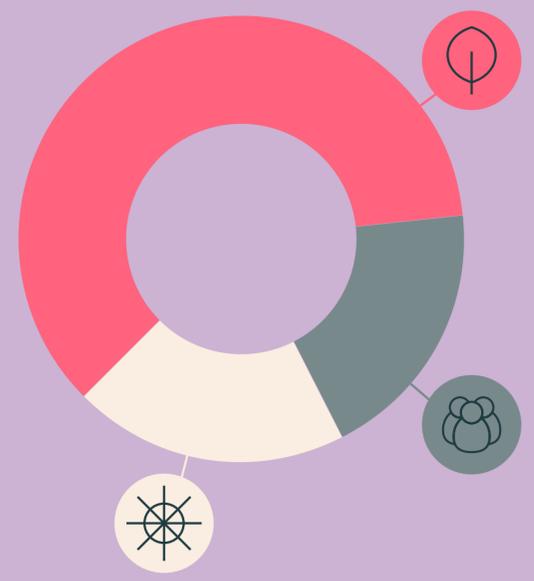
¹ You can find our voting policy and voting report here: <https://www.ostrum.com/en/our-csr-and-esg-publications>



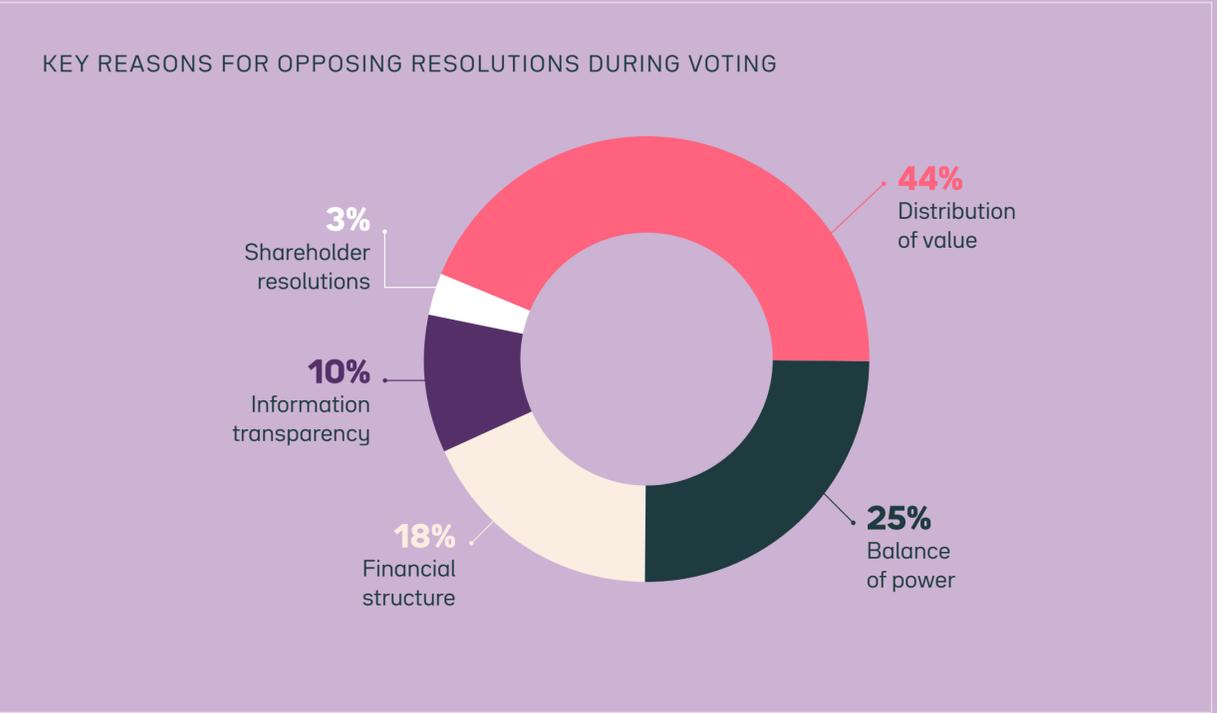
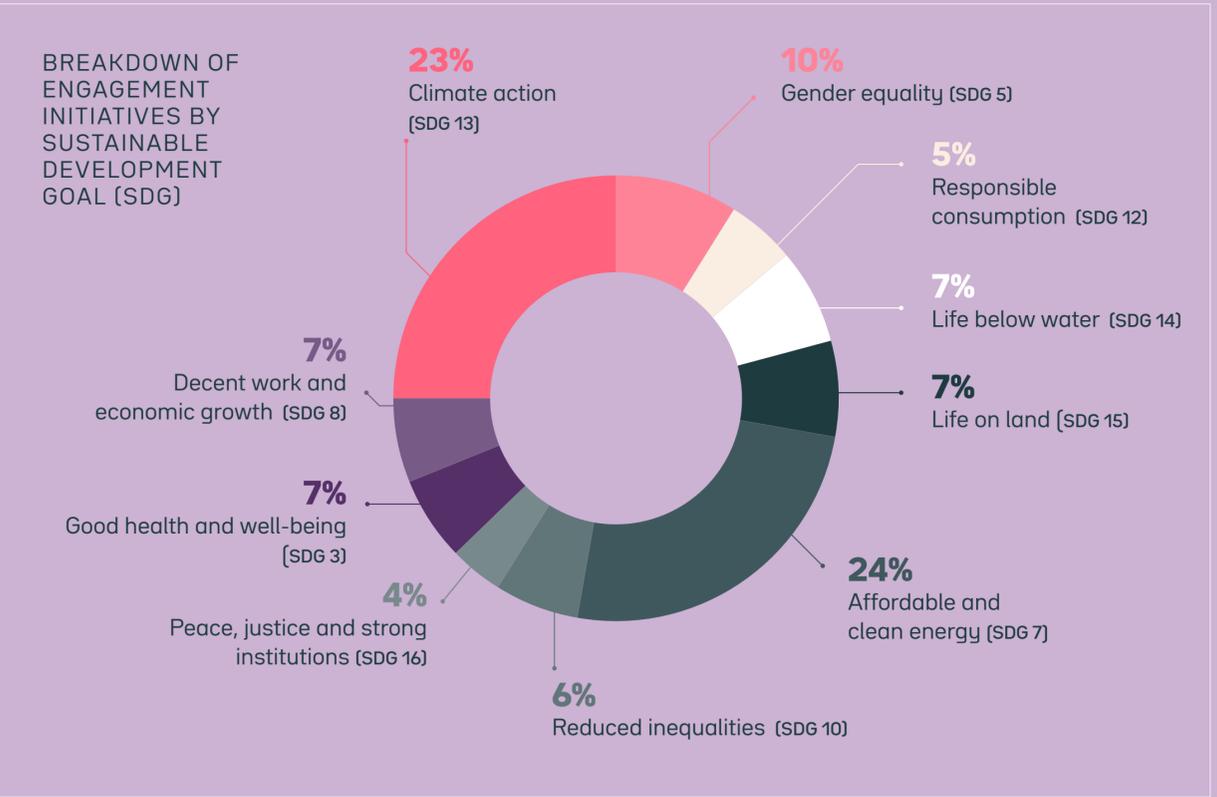
DIALOGUE AND VOTING POLICY: TWO LEVERS FOR EXERTING AN INFLUENCE ON COMPANIES



KEY TOPICS OF DIALOGUE IN 2022



- 59% Environment Pillar**
 - Helping in efforts to mitigate and adapt to climate change
 - Limiting the impact on our environmental ecosystem
- 21% Social Pillar**
 - Upholding business ethics
 - Enhancing human capital
 - Strengthening relations with stakeholders
- 20% Governance Pillar**
 - Balancing power and pay
 - Improving data transparency
 - Guaranteeing the safety of consumers and protecting their data



OUR EIGHT ENGAGEMENT THEMES

The eight engagement themes spanning every one of our investment strategies relate to environmental, social and governance (ESG) issues.

Each of these themes is linked to the Sustainable Development Goals (SDG) set by the UN in 2015 for the good of people and the planet. Using these SDGs as a foundation, each investment strategy team - whether equities or bonds - decides on specific initiatives while observing our voting policy.



ENVIRONMENT

1 Helping in efforts to mitigate and adapt to climate change
[SDGs 7 & 13]

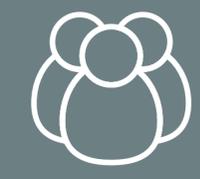
Climate change is one of the most critical challenges facing our society over the coming decades.

- **Reduce CO₂ emissions** and achieve carbon neutrality by 2050
- **Manage physical** and transition risks

2 Limiting the impact on our environmental ecosystem
[SDGs 12, 14 & 15]

Biodiversity conservation is a growing concern for civil society, regulators and businesses alike.

- **Manage resources**
- **Protect environmental health and biodiversity**



HUMAN RIGHTS

3 Ensuring the health of staff members and quality of relations with employees
[SDGs 3 & 8]

It is essential to maintain good relations with employees in order to ensure business continuity and productivity.

- **Maintain good relations** with employees
- **Ensure the health and safety** of staff members and service providers

4 Strengthening relations with stakeholders
[SDGs 8 & 10]

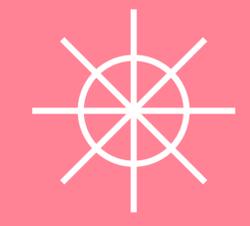
Good relations must be maintained with all stakeholders (suppliers, workers throughout the supply chain, local communities) in order to ensure business continuity.

- **Guarantee human rights** throughout the supply chain
- **Maintain good relations** with local communities

5 Guaranteeing the safety of consumers and protecting their data
[SDG 3]

Poor management of consumer health, safety and data can have a lasting effect on a company's brand image and financial trajectory.

- **Ensure the health and safety** of consumers
- **Manage cybersecurity risk and data confidentiality**



GOVERNANCE

6 Upholding business ethics
[SDG 16]

Companies face significant ethical and commercial risks and can potentially incur costs if they fail to tackle certain bad practices such as corruption effectively.

- **Establish an anti-corruption policy**
- **Guarantee a transparent tax policy**

7 Balancing power and pay
[SDGs 5 & 10]

The balance of power within a company and its compensation policy are key indicators of the quality of its governance.

- **Balance power evenly**
- **Standardise the compensation policy** and make sure it is transparent

8 Improving data transparency

The financial and non-financial information published by companies is generally deemed to be neither comparable, reliable, relevant nor transparent enough

- **Guarantee the transparency of financial and non-financial data**

CLIMATE AND BIODIVERSITY ARE CENTRAL PILLARS OF OUR RELATIONS WITH ISSUERS

Besides taking ESG criteria on board, Ostrum AM has developed a specific approach to the climate and biodiversity. Ostrum AM stepped up its commitment to the climate and energy transition in 2022 through its sector and exclusion policies. We are thus pursuing our strategy aimed at financing a low-carbon economy. We have also developed a biodiversity strategy.

Coal policy stepped up in 2021

Ostrum AM stepped up its coal policy in 2021 by enforcing exclusions and defining new and more stringent thresholds (cf pillar 2, page 25). We plan to pull out of all issuers operating in the coal industry by 2030 in OECD countries and by 2040 in the rest of the world. This policy therefore reflects Ostrum AM's robust commitment to engagement and dialogue with the companies in which it invests.

The policy seeks to reinforce Ostrum AM's commitment to protecting the environment and setting stricter criteria for activities still in its portfolios. By applying this policy, we are demonstrating our determination and commitment to being at the cutting edge of the low-carbon transition.

Publication of our biodiversity strategy

Ostrum AM defined its biodiversity strategy in 2022. The strategy involves introducing the measures needed to meet the three objectives set out in the Convention on Biological Diversity of 5th June 1992 by 2030:

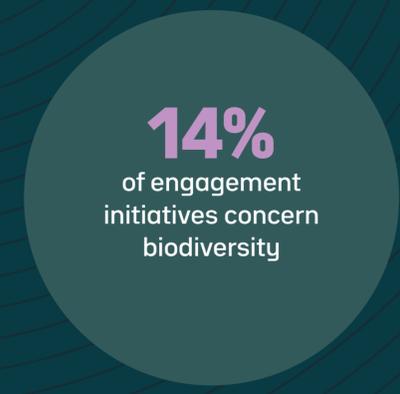
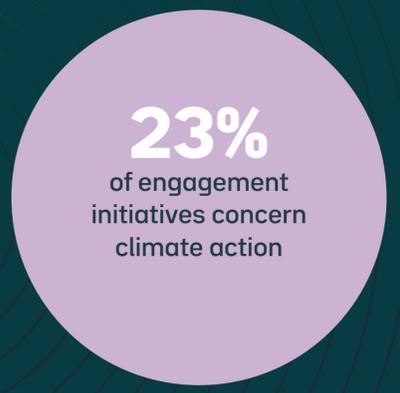
- the conservation of biological diversity
- the sustainable use of its components
- the fair and equitable sharing of the benefits arising out of the utilisation of genetic resources.

Publication of our new oil & gas policy

Ostrum AM published its new oil & gas policy in 2022. Under this policy, we engaged with or pursued dialogue with companies throughout the year in order to meet our objective, which is to phase out activities involved in the exploration and production of unconventional¹ and/or controversial oil and gas by 2030.

1. . In compliance with the recommendations issued by leading institutions based on scientific research.

We have excluded five companies from our portfolios since 2021 after making our carbon policy more stringent.



When assessing issuers, we also analyse our contribution to efforts to reduce the main pressures and impacts on biodiversity defined by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES).

We pledge by 2030 to:

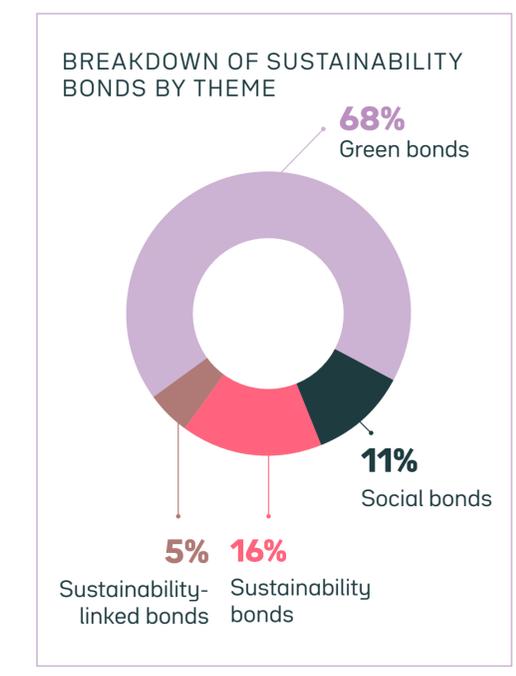
- Expand our expertise in identifying and monitoring the components of biodiversity that are important to its conservation and sustainable use, as required under the Convention, when assessing issuers;
- Measure and monitor our biodiversity footprint;
- Step up our investments in sustainable bonds geared towards biodiversity issues and monitor them;
- Continue excluding issuers that do most damage to ecosystems;
- Step up our engagement with issuers in the industries that are most dependent and impactful.

Speed up efforts to finance a low-carbon economy

Ostrum AM greatly increased its exposure to and expertise in sustainable bonds in 2022:

- green bonds
- social bonds
- sustainable bonds
- sustainability-linked bonds

Assets held in such instruments totalled 25 billion euros at end-2022.



CONVICTION

"A company that factors its climate impact into its strategy will be less likely to suffer 'stranded asset' losses."

Nathalie Pistre,
Head of Research and SRI



2023 GOALS

- Step up our biodiversity strategy
- Step up our engagement initiatives in the areas of climate and biodiversity

PILLAR 4

PROMOTING PROGRESS IN THE MARKET PLACE

Ostrum AM is actively engaged within the financial marketplace in a drive to help the industry transition towards more responsible investment practices:

- We are stepping up our SRI labelling policy;
- We are active participants in efforts to establish CSR-SRI standards;
- We are also involved in specific financial market initiatives.



98%
of AUM in open-ended funds carry the SRI label



100%
of fund managers and analysts have ESG targets among their performance targets



4 stars
for all the asset classes under our management, according to the PRI

12
collaborative engagements in 2022, of which 6 new initiatives

100%
of our range of open-ended sovereign bond funds carry the SRI label

CONVICTION

"We have obtained SRI labels for our entire range of open-ended funds invested in sovereign bonds, which is a major milestone in our continued efforts to apply an ambitious labelling strategy."

Christophe Da Silva,
Head of Business Strategy



AN AMBITIOUS LABELLING STRATEGY

Be the gold standard in responsible investment

We have extended our SRI labelling policy¹. The share of open-ended funds carrying an SRI label jumped from 63% in 2020 to 98% in 2022.

Our SRI-labelled funds cover a whole variety of business sectors. The funds stand out primarily because their portfolios are of high ESG quality and their investment processes are transparent, as required. They also create opportunities to invest in a particular sector or theme, such as:

- renewable energy,
- the just transition,
- climate action.

We actively pursued these efforts for our open-ended funds in 2022. Nine funds thus obtained SRI labels². We also obtained labels for some of our dedicated funds on the request of our investors.

9 SRI-labelled funds in 2022:

- Ostrum SRI Credit Short Duration
- Ostrum SRI Credit Ultra Short Plus
- Ostrum Global Subordinated Debt
- Ostrum Global Sustainable Transition Bonds
- Ostrum Credit 6M
- 4 sovereign funds

OUR LABELLED AUM AT END-2022

- 20 open-ended funds
- 98% of assets held by our open-ended funds (€68.4bn)

Ostrum AM's entire range of open-ended funds invested in euro zone and OECD sovereign bonds carry the SRI label³. This certification is testament to the solidity of Ostrum AM's selection process as well as our engagement as a responsible asset manager. Labelling applies to its five open-ended sovereign bond funds. These funds are also classified as SFDR Article 8 funds. Their assets under management total 1.8 billion euros.

Range of open-ended funds invested in euro zone and OECD sovereign bonds carrying the SRI label

- Ostrum SRI Euro Bonds 1-3⁴
- Ostrum SRI Euro Bonds 3-5⁵
- Ostrum SRI Euro Bonds 5-7⁴
- Ostrum SRI Euro Sovereign Bonds⁶
- Ostrum SRI Total Return Sovereign⁷

Pay particularly close attention to managing ESG risks

Ostrum AM continued to provide training in ESG matters to staff in its Risk Department in 2022. The various ESG pillars were incorporated more extensively into risk governance and committee procedures.

From an operational perspective, the Risk Department's role has been reinforced when it comes to validating the ESG framework upstream (e.g. legal and labelling documentation) and its controls scope and monitoring capabilities have been expanded. The 2023 roadmap continues on from where the 2022 one left off, with the aim of making progress on building the ESG framework together with all our stakeholders.

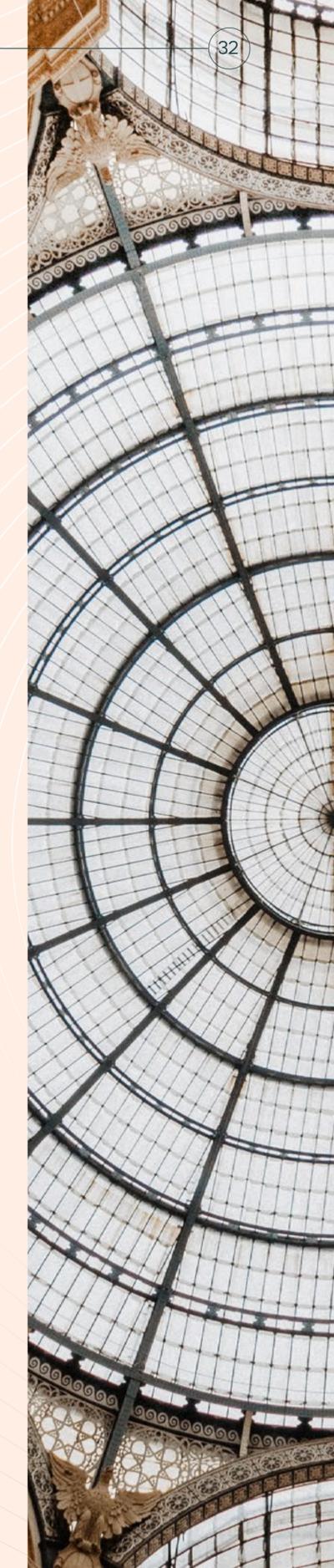


CONVICTION

"The integration of ESG risks is among the core pillars upholding our investment processes. We have further reinforced our Risk Department's organisation and governance processes for monitoring and controlling these ESG risks."

Rémi Ardaillou,
Head of Risk

¹ This public label was created by France's Ministry of Finance and seeks to make socially responsible investment (SRI) funds more transparent for investors. The certifying body performs an audit to ensure that the fund meets a set of labelling criteria before awarding the SRI label. You may find more information about the methodology on the www.lalabelis.fr website. References to a ranking, label, price and/or rating are not an indicator of a fund's or fund manager's future performance. ² The asset management company to which these funds belong is Natixis Investment Management International, and financial management is delegated to Ostrum AM. These funds incur the risk of loss of capital. The characteristics, fees and risk-return profile of investing in a given fund are described in the fund's Key Investor Information Document (KIID). The KIID, prospectus and periodic documents are available on request from Ostrum AM. ³ Information at 12/01/2023. ⁴ French mutual fund registered in France. ⁵ SRI labelling in January 2023. ⁶ French open-ended investment company registered in France. ⁷ Sub-fund of NATIXIS AM Funds (the "SICAV"), a Luxembourg open-ended investment company registered in France.



RENOWNED FOR OUR RESPONSIBLE APPROACH

Ostrum AM endeavours to incorporate the entire ESG spectrum into its investment decisions, in accordance with the recommendations issued by major international standards frameworks. These include the United Nations Principles for Responsible Investment (PRI), which we were among the first French asset managers to sign in 2008.

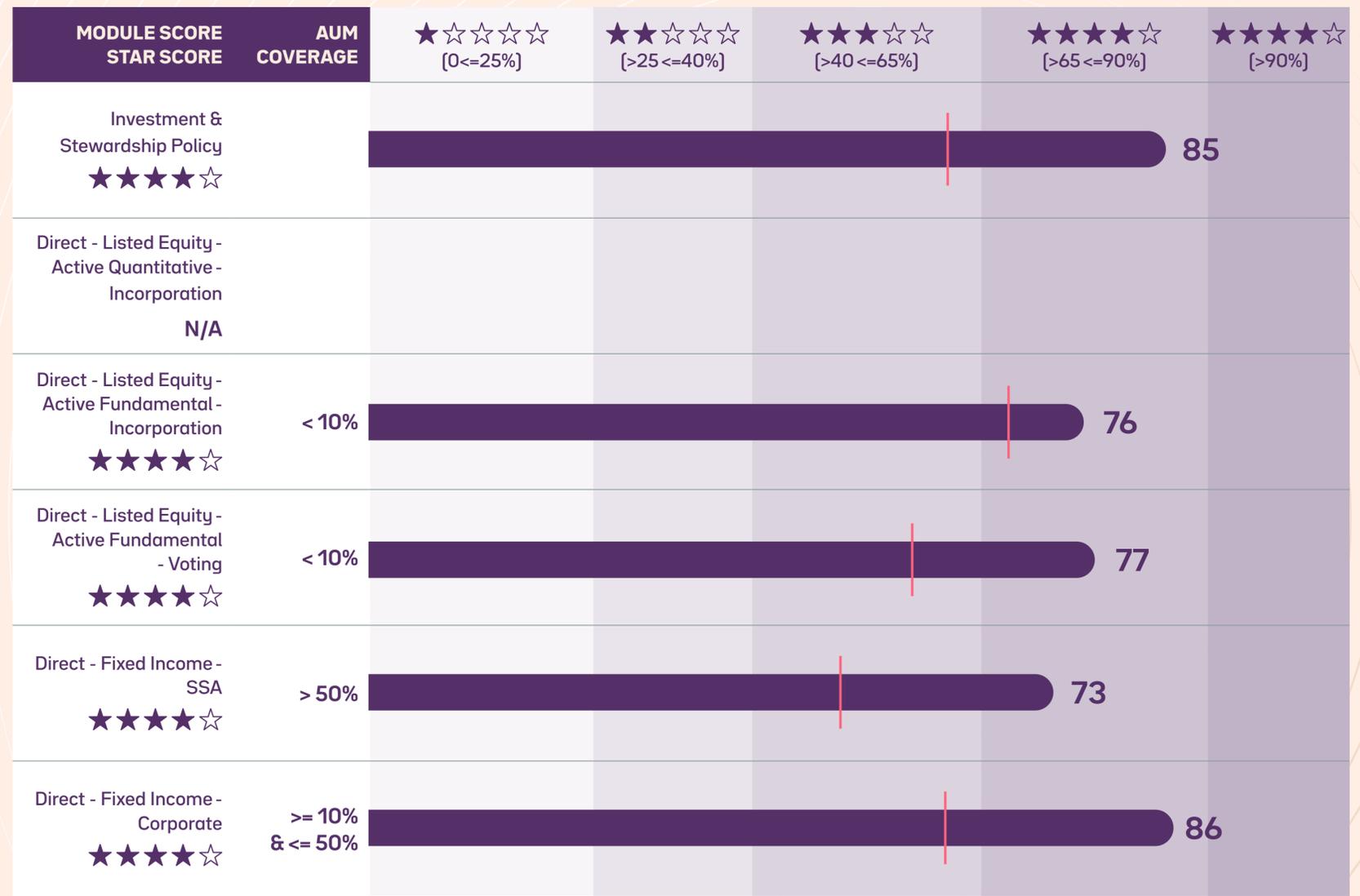
An excellent PRI rating

The PRI commends the quality and ambitious nature of our approach to responsible investment. Our approach was rewarded in 2022¹ in the form of excellent ratings assigned to all the modules on which we are assessed: 4 stars for each module and an above-median rating for each category.

On completion of a detailed reporting exercise, the PRI assigns a rating² on a scale of one to five to each applicable module.

- Investment & Stewardship Policy
- Direct - Listed Equity
- Active Quantitative - Incorporation
- Active Fundamental - Incorporation
- Active Fundamental - Voting
- Direct Fixed Income - SSA
[Sovereign, Supranational and Agencies]
- Direct Fixed Income - Corporate

● Module Score | PRI median



1. Ratings featured in 2022 were based on 2020 reporting. To find out more about Ostrum AM's ESG reporting, please refer to its full PRI Transparency Report available to the public on the PRI website at <https://www.unpri.org/signatories/about-pri-assessment>. 2. Ratings are on a scale of 1 to 5 stars, 5 being the highest rating and 1 the lowest. On completion of a detailed reporting exercise, the PRI assigns a rating on a scale of 1 to 5 to each applicable module. The peer group's median score is also disclosed in order to put each result into perspective in comparison with a relative base. The Strategy and Governance Module is applicable to all signatories; the other modules are applicable if at least 10% of AUM correspond to the category in question. References to a ranking, price or rating are not an indicator of a fund's or asset manager's future performance.



HELPING TO IMPROVE RESPONSIBLE INVESTMENT PRACTICES

Ostrum AM is involved in various financial market groups and authorities by helping to develop responsible investment practices and ensure that CSR and ESG issues and practices are publicised and standardised.

We are members of the main financial market bodies

We are keen to be involved in developing ESG standards and continue promoting them, which is why we play an active role in market initiatives aimed at improving and standardising responsible investment practices. We are therefore signatories or members of a large number of French, European and international financial market bodies:



We are helping to build the framework governing the exercise of sustainable finance

In 2022, Ostrum AM became more actively involved in two working groups set up by the Association Française de la Gestion Financière (AFG):

- one dealing with minimum criteria for Article 8 products under the SFDR;
- one dealing with the broad principles defining Article 8 products shared by all asset management companies.

Philippe Setbon, our Chief Executive Officer, was appointed president of the AFG. The association promotes ESG themes through the work carried out by a dedicated committee of which we are also members.

We also took part in a working group jointly led by Finance for Tomorrow¹ and the AFG dealing with the SRI label's requirements for controversy monitoring and shareholder engagement.

And we participated in brainstorming sessions held by the Eurosif² on the main problems that arise when making use of ESG ratings and data.

We are members of the Advisory Council of Principles set up by the International Capital Market Association (ICMA). We participate in various working groups within this association covering the following topics:

- Social Bonds,
- Climate Transition Finance,
- Sustainability-Linked Bonds.

We also participate in the following sub-working groups within the ICMA's "Taskforce on sustainable financial products":

- Green CP
- Green securitisation
- Covered bonds
- Green repos.

SDG

Ostrum AM prioritises five SDGs in particular

Our collaborative engagements

We have in recent years become involved in collective actions alongside other investors. These collective initiatives are geared towards raising awareness among issuers, public authorities and regulators about the importance of environmental, social, societal and governance issues.

We prioritise taking up positions on initiatives that relate to certain Sustainable Development Goals (SDG).

Ostrum AM has opted to contribute to actions relating to the **10 principles of the UN Global Compact, the Paris Agreement and the Statement by the Paris financial market** of July 2019 for a lower-carbon economy.

Ostrum AM is unable to participate in every single initiative corresponding to these key principles, so it prioritises measures targeting the five Sustainable Development Goals that resonate particularly with its convictions and individual engagement initiatives:

- good health and well-being (SDG 3)
- gender equality (SDG 5)
- climate action (SDG 13)
- life below water (SDG 14)
- life on land (SDG 15)

1. Finance for Tomorrow: now the Institut de la Finance Durable. 2. European Social Investment Forum.

Ostrum AM took part in 12 initiatives in 2022, including 6 new ones

1. INFORMATION TRANSPARENCY ON CLIMATE, FORESTS AND WATER NEW IN 2022

Lead organisation: CDP

Letter co-signed by Ostrum AM and sent to 121 companies urging them to disclose information about their management of climate change, forests and water security.

SDG: 13, 14 & 15

2. SBT ENGAGEMENT (SCIENCE BASED TARGETS) NEW IN 2022

Lead organisation: CDP

Letter sent by the CDP to 1,061 companies encouraging them to set science-based targets.

SDG: 13, 14 & 15

3. ENGAGEMENT WITH GOVERNMENTS NEW IN 2022

Lead organisation: The Investor Agenda

Investor statement calling on governments to raise their climate ambitions.

SDG: 13

4. RETIREMENT HOMES NEW IN 2022

Lead organisation: UNI Global Union¹

Coalition to engage with the sector's companies on improving quality of care and working conditions.

SDG: 3

5. WORKING CONDITIONS FOR A JUST TRANSITION NEW IN 2022

Lead organisation: ICCR²

Statement of investor expectations for job standards and community impacts in the just transition.

SDG: 8 & 13

6. SAY ON CLIMATE RESOLUTIONS NEW IN 2022

Lead organisation: FIR³

Investor statement to make climate resolutions on AGM agendas more widespread and to ensure minimum disclosure requirements.

SDG: 13

7. JUST TRANSITION

Lead organisation: Finance for Tomorrow

Coalition aimed at taking into account the social implications of climate change.

SDG: 13

8. TOBACCO

Lead organisation: Tobacco Free Portfolios

Tobacco-free finance pledge.

SDG: 3

9. INCENTIVISING THE AVIATION INDUSTRY

Lead organisation: PRI

Engagement with airlines and aerospace companies on the issue of climate change.

SDG: 13

10. DECARBONISATION

Lead organisation: Share Action

Investor decarbonisation initiative.

SDG: 7 & 13

11. PROMOTION OF GENDER DIVERSITY

Lead organisation: 30% Club Investor Group

Coalition promoting greater diversity at managerial level in SBF 120 companies.

SDG: 5

12. FOOD INDUSTRY

Lead organisation: FAIRR⁴ and CERES

Dialogue with six fast-food companies to reduce their greenhouse gas emissions.

SDG: 13

1. Union Network International Global Union. 2. ICCR: Interfaith Center on Corporate Responsibility. 3. Forum pour l'Investissement Responsable. 4. FAIRR: Farm Animal Investment Risk and Return.



A FOCUS ON

INVESTORS FOR A JUST TRANSITION COALITION (SDG 13)

Ostrum AM is aware of how important it is to take social issues on board as part of the environmental transition, so in 2021 it joined the "Investors for a Just Transition" coalition before launching its first global bond fund Ostrum Global Sustainable Transition Bonds in September 2022.

The coalition was set up by Finance For Tomorrow in June 2021 with the aim of encouraging companies to factor the just transition into their strategies. By joining forces with investors, businesses, non-financial rating agencies and other stakeholders

involved in the just transition, it is also helping to develop best practices. Its objectives are three-fold:

1. encourage companies to incorporate the just transition into their environmental strategies by engaging in dialogue with them on a regular basis;
2. promote best practice in the business sectors that are most affected by the environmental transition;
3. make it easier for investors and businesses to cooperate with each other.

Ostrum AM leads the "Building and Construction" working group and focuses its work on three topics:

- training
- inclusion
- sustainable urban development.

So far, the questionnaire underlying our dialogue with issuers has been drafted and engagement initiatives have been launched. 2023 will be the year in which the dialogue process started in 2022 will be fully implemented.

30% CLUB INVESTOR GROUP (SDG 5)

The 30% Club Investor Group seeks to promote greater diversity at managerial level in SBF 120 companies. Ostrum AM is convinced of the need for greater diversity and, as part of this coalition, has joined forces with other institutions to engage with SBF 120 companies (CEOs, HRs, boards of directors, appointment committees) on the matter of diversity at the managerial level. We are therefore collectively promoting better female representation, including in operational roles.

The group makes sure that:

- it understands how the gender diversity criterion is factored into the hiring and promotion process, in order to ensure that a sufficiently diversified talent pool is created throughout the company;
- companies have set clear gender diversity targets and have an action plan in place to achieve them;
- it exercises its voting rights during AGMs so as to encourage companies to take concrete action in cases where the measures introduced to advance gender diversity are deemed insufficient and where

engagement with the company has failed to achieve a satisfactory outcome.

The disclosure rate in 2022 was quite high, with 103 of the 120 SBF companies having published information about gender diversity within their management bodies. Furthermore, 97 of these companies have already published engagement initiatives and targets aimed at improving gender diversity at the managerial level.

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 CO₂ equivalent per FTE¹

-97%
paper used between 2017 and 2022

-60%
energy consumed²



"Zero single-use items" policy

32,000
cigarette butts collected in 2022³



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.

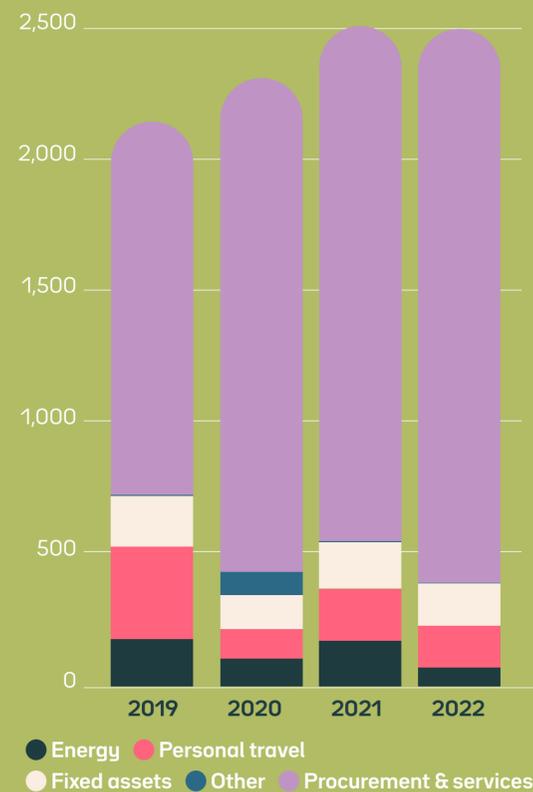
CARBON FOOTPRINT: MEASURE, REDUCE AND OFFSET

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 CO₂ equivalent per FTE came to 7 in 2022. So our carbon footprint was stable relative to 2021.

GHG FOOTPRINT PER ITEM
(METRIC TONS OF CO₂ 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

Natisis' 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 HQE¹
- HPE and Effienergie+
- and BREEAM^{®1}

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.

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

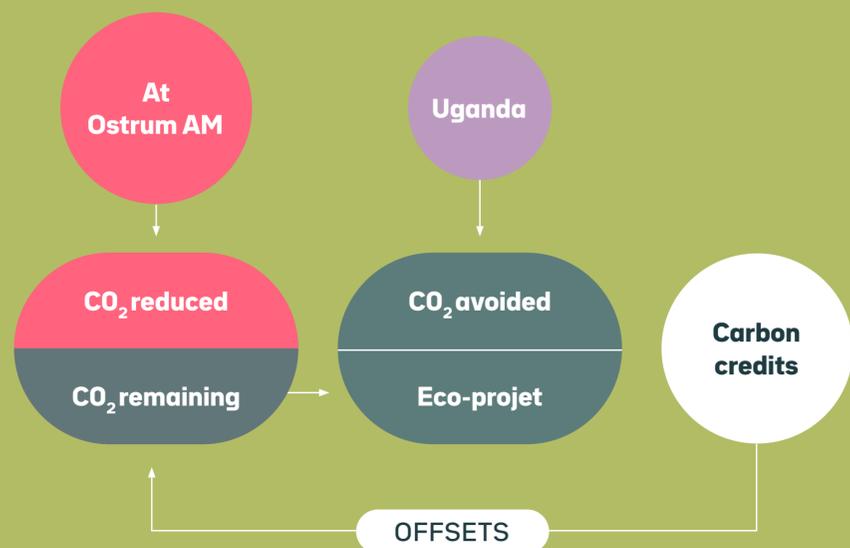


OFFSET Offsetting 100% of our direct emissions

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 tCO₂ 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 m³ 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.

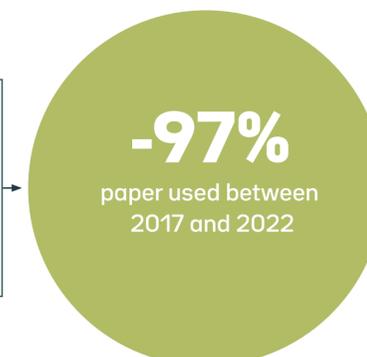
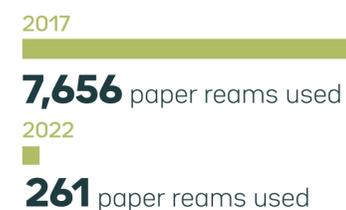
Optimising our waste management

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.



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 m³ of water protected from cigarette butt pollution, corresponding to enough water to fill 6 Olympic swimming pools.

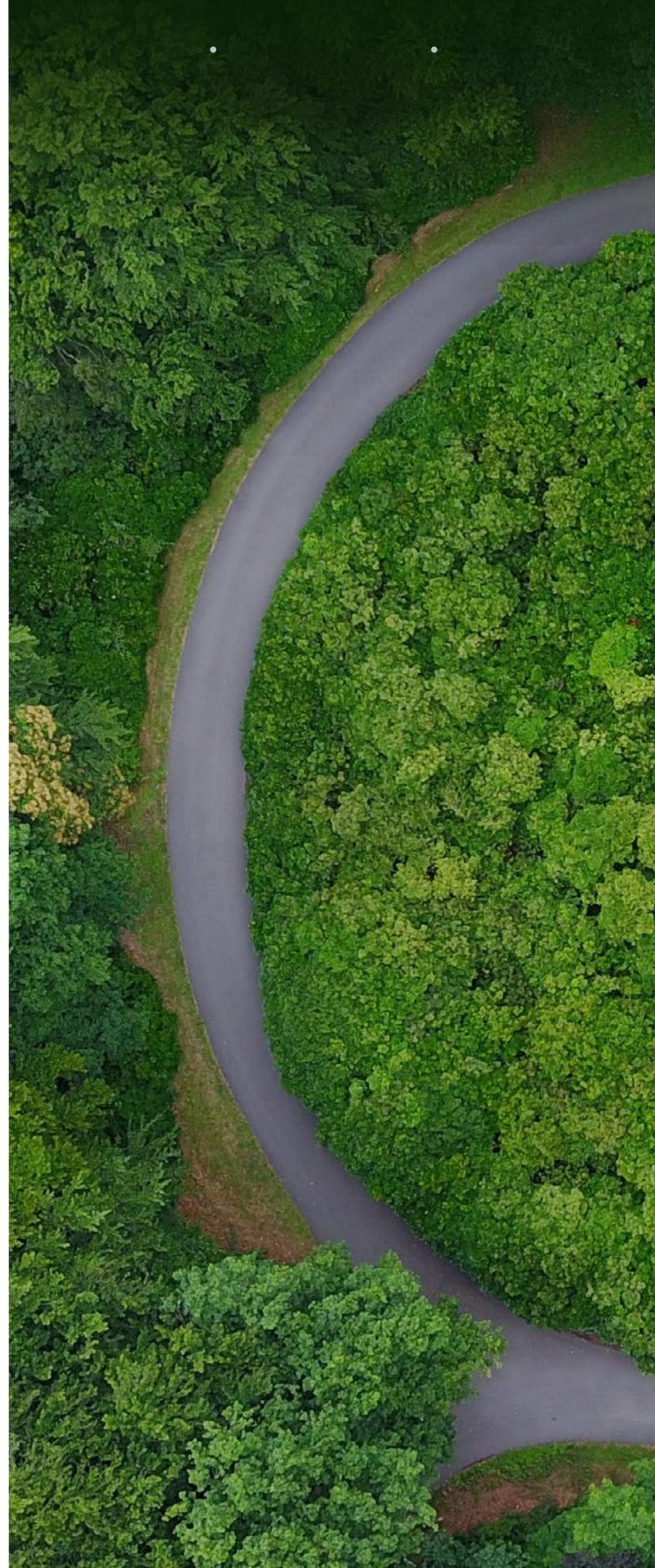


ADOPTING A RESPONSIBLE PROCUREMENT POLICY

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



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

Credits

Cover page: AdobeStock • P.03: IStock-DR/Ostrum • P.04: GettyImages • P.05: Lysander Yuen/Unsplash • P.06: Martin Reisch/Unsplash • P.08: DR/Ostrum • P.09: IStock • P.10: IStockDR/Ostrum • P.11: IStock-DR/Ostrum • P.12: IStock • P.13: GettyImages • P.15: GettyImages-DR/Ostrum • P.16: DR/Ostrum-IStock • P.17: DR/Ostrum • P.18: Bernardo Lorena Ponte/Unsplash • P.19: IStock-DR/Ostrum • P.20: GettyImages • P.21: DR/Ostrum • P.22: AdobeStock • P.23: Dan Schiumarini/Unsplash • P.24: Thomas Bormans/Unsplash • P.25: GettyImages-DR/Ostrum • P.26: AdobeStock • P.27: DR/Ostrum-AdobeStock • P.28: AdobeStock • P.30: DR/Ostrum • P.31: IStock • P.32: DR/Ostrum-Fernando Meloni/Unsplash • P.33: GettyImages • P.34: Ernest Szczepanskis/Unsplash • P.36: June/Unsplash • P.37: IStock • P.38: AdobeStock • P.39: AdobeStock • P.40: DR/Ostrum • P.41: IStock

Greenfin label

The instruments in which Greenfin funds invest must apply the exclusions defined by the Greenfin label regarding the entire fossil fuels value chain and the entire nuclear industry and be accessible on the Ministry of Ecological Transition's website (<https://www.ecologie.gouv.fr/>). The Greenfin label was created by the Ministry of Ecological Transition as a guarantee of an investment fund's green credentials. It caters to financial operators working towards the common good through transparent and sustainable practices. One of the label's specific features is that it excludes funds which invest in companies operating in the nuclear and fossil fuel industries.

Legal notices

Ostrum Asset Management

Portfolio management company authorised by the *Autorité des Marchés Financiers* on 7th August 2018 under number GP-18000014. French public limited company with share capital of €50,938,997 – Registered in the Paris Trade and Companies Register under number 525 192 753 – VAT number: FR 93 525 192 753. Registered address: 43, avenue Pierre Mendès-France – 75013 Paris – France – www.ostrum.com

This document is intended for professional and non-professional clients as defined by MiFID. It may not be used for any other purpose than that for which it was intended and may not be reproduced, disseminated or communicated to third parties in whole or in part without the prior written consent of Ostrum Asset Management. None of the information contained in this document should be construed as being legally binding. The document has been produced for informational purposes only. It is a presentation created and prepared by Ostrum Asset Management based on sources it considers to be reliable. Ostrum Asset Management cannot be held responsible for any decision taken or not taken on the basis of information presented in this document, nor for any use that a third party might make of this information. Figures shown refer to previous years. Past performance is not a reliable indicator of future results. Any reference to a UCITS/AIF's ranking, price or rating is not an indicator of its future performance. Under its corporate social responsibility policy, and in accordance with the treaties signed by the French government, the funds directly managed by Ostrum Asset Management do not invest in any company that manufactures, sells or stockpiles anti-personnel mines or cluster bombs. All of Ostrum AM's statutory documents, including its voting and engagement policies, can be found on the [ostrum.com](https://www.ostrum.com/en/statutory-documents) website (<https://www.ostrum.com/en/statutory-documents>).



www.ostrum.com

Ostrum Asset Management

Portfolio management company authorised by the *Autorité des Marchés Financiers* on 7th August 2018 under number GP-18000014 – French public limited company with share capital of €50,938,997 – Registered in the Paris Trade and Companies Register under number 525 192 753 – VAT number: FR 93 525 192 753 – Registered address: 43, avenue Pierre Mendès-France – 75013 Paris – France – www.ostrum.com



Un affilié de  **NATIXIS**
INVESTMENT MANAGERS