

ASSETS FOR LIFE

CORPORATE SOCIAL RESPONSIBILITY REPORT 2025



An affiliate of

 **NATIXIS**
INVESTMENT MANAGERS



Empowering life goals through sustainable ambition

INTERVIEW WITH OLIVIER HOUIX CHIEF EXECUTIVE OFFICER OF OSTRUM ASSET MANAGEMENT

In 2025, you defined your purpose and unveiled a new brand signature. Can you tell us more about that?

Olivier Houix: In a constantly changing environment, marked by geopolitical tensions, economic changes and growing societal challenges, we wanted to strongly reassert what underpins our identity and guides our action.

As a European asset manager within Groupe BPCE, we have a responsibility to support our institutional clients over the long term by helping them achieve lasting value from their assets. This mission carries a special significance: it directly supports our clients' core mission of financing people's life goals.

In 2025, we embarked on a vast collective effort around our corporate purpose, our fundamental mission, in which more

than 80% of our employees took part. This gave rise to a shared conviction that now underpins our corporate strategy:

"We strive to deliver durable value for our clients' investments, enabling them in their social commitments centred on life-stage goals such as retirement, health and protection against life's risks [life & disability and P&C insurance]."

Because our assets and those of our clients are invested in life and managed over the long term, with a commitment to quality and reliability, our new brand signature is now "Assets for life".

How does this mission translate into your commitments?

O.H.: It fully embodies our vision of asset management: responsible finance is a key driver towards a sustainable future.

“Amid uncertainty over what the future might hold, Ostrum Asset Management remains fully committed to providing investment solutions that combine financial performance and responsible investment.”



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For more than 35 years¹, we have been integrating ESG issues into our investment processes in order to deliver long-term performance. This enables us to better understand the risks, identify the opportunities associated with major transitions and help our clients achieve their own sustainability objectives.

This commitment is reflected in concrete results: €43 billion has already been invested in sustainable bonds and €121 billion worth of assets are currently managed with decarbonisation objectives.

What are your ambitions for 2026?

O. H.: In 2026, we will continue to uphold our commitments to responsible finance. Our priorities will be to consolidate

our climate strategy, better integrate biodiversity issues into our investment decisions and strengthen our corporate engagement policy.

With our ESG expertise and our ability to meet the specific needs of our clients, we will continue to support them in the definition and implementation of their responsible investment strategies, taking regulatory changes and certification systems into consideration and developing bespoke solutions.

One key milestone of this approach has been the launch of our *Brown to Green* climate transition funds. More than ever, close connection, expertise and transparency will remain the foundations of the trusted relationships we build with our clients.

How do you involve all your employees on a daily basis?

O. H.: Our employees are central to this strategy and our most valuable asset. We endeavour to provide them with an inclusive environment where everyone, regardless of their background, is encouraged to develop their skills and actively contribute to our purpose.

Together, we build a culture of collaboration, shared responsibility and performance, while striving for exemplary governance and rigorous management of our environmental and societal impact.

In 2026, beyond our goal of achieving full gender parity, we want to take our continuous improvement approach even further by subjecting our Diversity and Inclusion policy to a third-party assessment.

“In 2026, we will continue to uphold our commitments to responsible finance. Our priorities will be to consolidate our climate strategy, better integrate biodiversity issues into our investment decisions and strengthen our corporate engagement policy.”

1. Through capital transactions that led to the creation of Ostrum Asset Management on 1 October 2018.





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Our corporate responsibility

Advancing finance for positive societal impact

As a leading player in responsible investment, Ostrum Asset Management is one of Europe's foremost institutional and insurance asset managers. We support our European institutional clients over the long term by providing sustainable and responsible asset management solutions tailored to their specific needs. Because our responsibility goes beyond financial performance; it is about creating value for society. Behind each asset we manage are vital societal commitments: financing retirement, promoting preventive healthcare and protecting against life's uncertainties.

OUR PURPOSE

Striving to deliver durable value for our clients' investments, enabling them in their social commitments centred on life-stage goals.

A LEADING PLAYER IN EUROPE

€384 bn

in assets under management
of which €270 bn in insurance management¹

69%

of the assets in our open-ended funds
are rated 4 or 5 stars by Morningstar^{1,2}

1. Source: Ostrum Asset Management at 31/12/2025. 2. Source: Morningstar at 31/12/2025. Find out more at www.morningstar.com. References to a ranking, label, award or rating of a UCITS/AIF are no guarantee of the future performance of such fund.

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Expertise driving sustainable performance

Our approach is guided by three key convictions:

► **Fully embedding ESG considerations into our investment decisions**

To deliver consistent and responsible investment management services, 100% of the analyses supporting our investment decisions take material ESG factors into account to help identify long-term risks and opportunities.

► **Building long-lasting trusted relationships**

We build proactive partnerships with our clients, grounded in dialogue, transparency and a thorough understanding of their needs.

► **Developing solutions tailored to our clients' needs**

Drawing on the expertise of more than 140 investment professionals, we offer robust, tailored solutions designed to combine sustainable performance with our clients' specific requirements.

This ambition is embodied every day by a committed team within an inclusive organisation, where responsibility drives performance.

An impact-driven CSR policy

Our corporate social responsibility policy is fully integrated into our corporate strategy. Co-created with all our business lines, it embodies our ambition to create sustainable value for our clients, our partners, our employees and society as a whole.

It is built around four complementary pillars that structure our commitments and guide our day-to-day actions.



Acting responsibly
as an investor



Supporting
our clients with the
development of their
ESG policies



Fostering employee
engagement
in an inclusive and
high-performing
organisation



Leading
by example
in our operations

THE PREFERRED PARTNER OF EUROPEAN INVESTORS

250+

employees
in France^{1,2}

and a global
distribution network

140+

investment
professionals¹

90+

institutional clients
in France¹

with dedicated funds
and mandates

40+ years

building trusted
relationships
with our clients^{1,3}

1. Source: Ostrum Asset Management at 31/12/2025. 2. On open-ended contracts only. Natixis Investment Managers International network.
3. Through capital transactions that led to the creation of Ostrum Asset Management on 1 October 2018.



A NEW BRAND SIGNATURE IN 2025



Assets for Life

We felt it was essential that our brand signature echo our corporate purpose, which is why we changed it.

Why "Assets for Life"? Because we manage financial assets as well as intangible assets that reflect our clients' societal ambitions.

- "For" because we are focused on our clients and society.
- "Life" because behind each asset are life goals (retirement, insurance, transitions, etc.).
- "For Life" because we manage assets over time in a robust and reliable manner.





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Investing for life

Because behind each asset is a life goal



“Behind every asset we manage in our mission to create value for our clients are essential commitments to society:”

financing retirement, promoting preventive healthcare and providing protection against life's risks. With this in mind, we have been committed to sustainable development and responsible finance for more than 35 years¹, drawing on our expertise to support the transition. We recognise ESG as a fundamental driver of sustainable value and embed it throughout our investment decision-making process. ESG strategists, analysts and managers work together to build our ESG approach in order to better control risks and identify long-term opportunities. ”

Gaëlle Mallejac
Chief Investment Officer

AMBITIONS FOR 2026

- Consolidate and roll out our climate strategy
- Accelerate the integration of biodiversity issues into our investment decision-making process
- Step up our policy of engagement and dialogue with companies

97%
attendance rate
at shareholder
meetings²

8
engagement
themes²

€43 bn
in assets
invested in
sustainability
bonds²

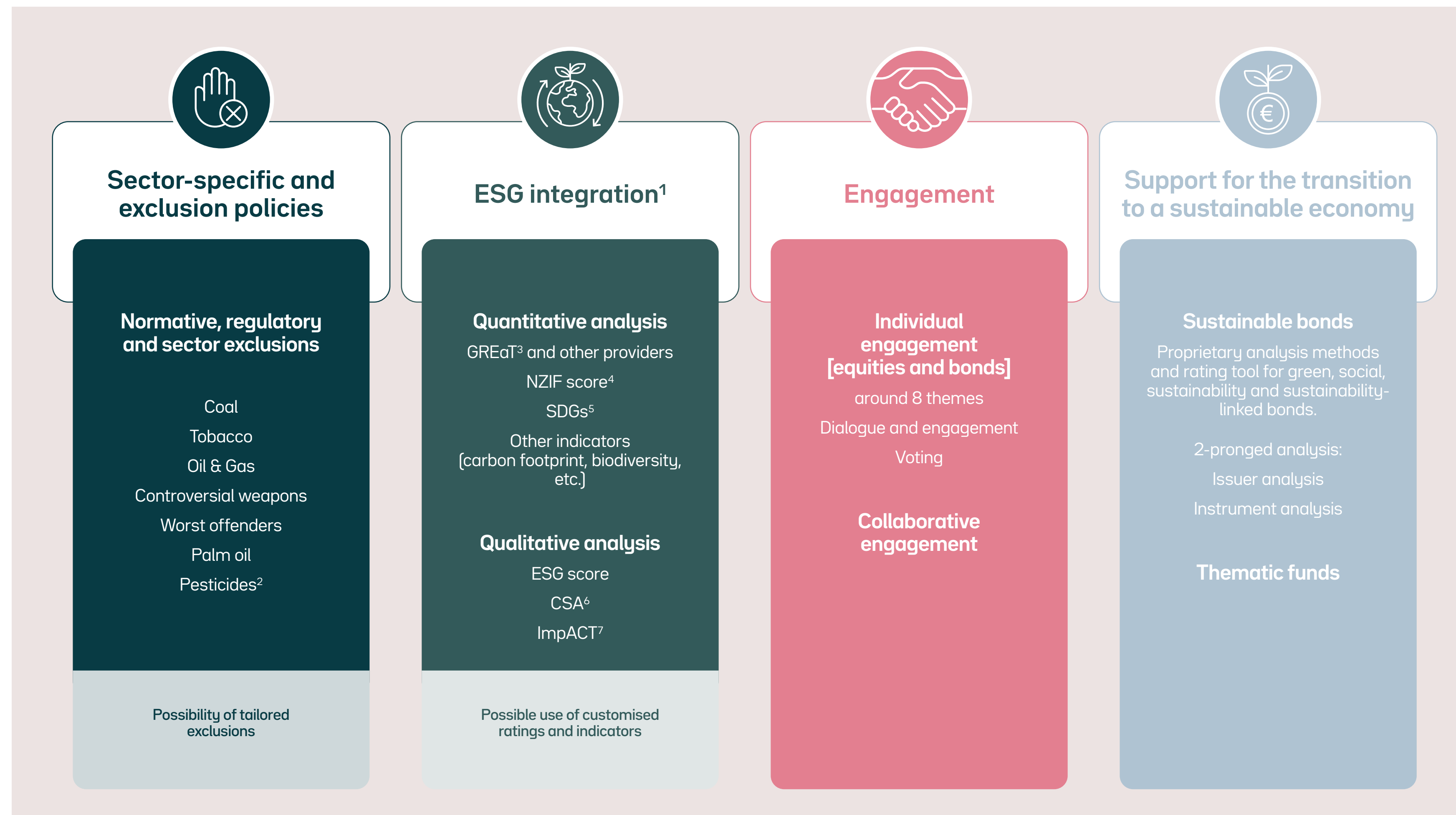
€121 bn
in AuM
with
decarbonisation
objectives²

1. Through capital transactions that led to the creation of Ostrum Asset Management on 1 October 2018.
2. Source: Ostrum Asset Management at 31/12/2025.



Implementing a structured, responsible investment strategy

Because environmental, social and governance issues must be fully integrated into our investment decisions, we have implemented a comprehensive strategy built around four complementary pillars. Our approach combines normative, regulatory and sector-based exclusion policies, the integration of ESG criteria across all our investment activities, enhanced engagement and dialogue with companies, and financing the climate transition, all aimed at delivering sustainable performance, effective risk management and a positive contribution to the economy.



Maud Pierre-Minuit
Head of Sustainable Transitions

Our ESG approach takes on a new dimension in 2026.

Building on an ambitious reorganisation launched in 2025, together with the recruitment of experts, enhanced governance and a comprehensive review of all our processes, we are embedding ESG even more strategically into our investment decisions and supporting companies in their necessary transition. 💡

1. ESG integration refers to the incorporation of ESG criteria into investment analysis and decision processes. The approach to ESG integration varies based on the funds. The incorporation of ESG criteria does not necessarily imply that the investment vehicles also seek to generate a positive ESG impact. 2. FROM 2026. 3. GREaT: non-financial proprietary rating developed by La Banque Postale Asset Management. Analysis based on four pillars: responsible Governance, sustainable management of Resources, Energy transition and Territorial development. <https://www.lbpam.com/fr> 4. NZIF: Net Zero Investment Framework. 5. SDGs: United Nations Sustainable Development Goals. <https://sdgtransformationcenter.org/sdgindex> 6. CSA: Climate Strategy Assessment for companies. 7. ImpACT: proprietary sustainability bond rating. Source: Ostrum Asset Management at 31/12/2025.



Implementing an ambitious sector-specific/exclusion policy

We apply strict exclusion policies to exclude from our investments any sectors or issuers that do not meet fundamental standards of accountability. We supplement these policies with specific exclusions tailored to our clients' expectations. Alongside these measures, we implement sector policies designed to support the transition of activities most exposed to environmental and social issues, through ongoing dialogue with our clients and with the relevant companies.

Sector policies¹

Worst offenders²

We exclude all companies, whether listed or unlisted, that have been found to be in serious breach of the principles set out in internationally-established standards (United Nations Global Compact, OECD Guidelines), particularly in the areas of human rights, labour laws, environmental conservation and business ethics.

Tobacco²

We are in the process of excluding all companies that manufacture and/or produce products containing tobacco from the first euro of revenue, as well as those deriving at least 5% of their revenue from the distribution of tobacco or products containing tobacco.

Coal²

We exclude companies that are developing new coal capacity, including infrastructure developers, as well as those that have not defined a coal exit plan in line with

the Paris Agreement and the recommendations of the International Energy Agency, namely an exit from coal by 2030 in OECD countries and by 2040 in countries outside the OECD. We also exclude companies that exceed certain thresholds: 10% of revenue from coal (coverage of companies in the mining, energy and services sectors); 5 GW of installed capacity for coal-based electricity production; 10% of electricity production generated from coal; 10 million tonnes of annual thermal coal production.

Prohibited and controversial weapons³

We exclude issuers⁴ involved in utilising, developing, producing, selling, distributing, stockpiling or transporting prohibited weapons, namely: anti-personnel mines (APMs), cluster munitions, chemical weapons, biological weapons, nuclear weapons (outside the framework of the Treaty on the Non-Proliferation of Nuclear Weapons), non-detectable fragments and blinding laser weapons. We also exclude, subject to exceptions, issuers⁴ involved in utilising, developing, producing, selling, distributing, stockpiling or transporting the following controversial

weapons: incendiary bombs (including white phosphorus) and depleted uranium weapons.

Oil and gas²

We are committed to fully exiting investments in unconventional and/or controversial oil and gas extraction activities by 2030⁵, as defined by the GOGEL (Urgewald) list: hydraulic fracturing or fracking (shale oil and gas, tight oil and gas), ultra-deepwater offshore drilling, Arctic drilling, oil sands extraction, coalbed methane extraction and extra-heavy oil extraction. We also prohibit investments in companies that generate 10% or more of their production volumes in these categories. This policy not only covers the company in question but also extends to all companies involved along the value chain: exploration, development and, in effect, a significant portion of the downstream chain.

Palm oil²

We exclude companies that derive at least 5% of their revenue from the production and/or distribution of palm oil.

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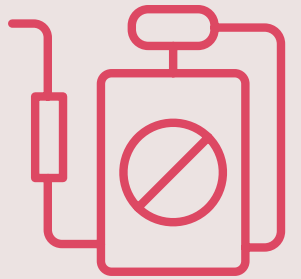
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A NEW SECTOR POLICY ON PESTICIDES



In 2026, we will exclude from our investment universe companies that derive more than 15% of their revenue from activities related to the production and/or distribution of pesticides.

1. To find out more, see our responsible investment report. 2. Applied across all our open-ended funds, as well as our mandates and dedicated funds, unless otherwise instructed by our clients. 3. Applied across all our funds, mandates and dedicated funds. 4. We define issuers involved in weapons production as any manufacturers of finished weapons and companies producing crucial components specifically designed for these weapons. Companies may be involved directly or indirectly via a majority stake in the share capital of such companies. Sovereign issuers are not covered by this policy. 5. In accordance with the recommendations of the reference institutions, based on scientific studies, unconventional and controversial activities are defined as those that use fracking processes to obtain shale oil and gas and tight oil and gas, or are based on ultra-deepwater offshore drilling, drilling in the Arctic, and the extraction of oil sands, coalbed methane or extra-heavy oil.



PFAS study

Alongside our sector policies, we have published a research report on PFAS¹, also known as “forever chemicals” due to their persistence in the environment, and developed a methodology for analysing the leading PFAS producers, which has resulted in the exclusion of several companies from our investment universe.

2030

Date of our full exit from
investments in unconventional
and/or controversial oil and gas
extraction activities

Exclusion of companies
deriving at least

5%

of their revenue
from the distribution
of tobacco or products
containing tobacco

Exclusion of companies
deriving more than

10%

of their revenue
from coal

Exclusion of companies
generating at least

5%

of their revenue
in the production
and/or distribution
of palm oil

Exclusion, from 2026,
of companies deriving more than

15%

of their revenue from
activities related
to the production and/or
distribution of pesticides

AMBITIONS FOR 2026

Publish a research report
on pesticide-related issues

Implement a sector policy on pesticides

Continuously update our sector-specific/
exclusion policies to respond to emerging
ESG issues

Develop new research on emerging
ESG-related issues

1. Per- and polyfluoroalkyl substances.



Integrating ESG criteria into our investment decisions

It is fundamental and essential to our mission as a responsible asset manager to have an in-depth understanding of environmental, social and governance factors. The identification of macroeconomic and sector trends, anticipation of regulatory changes and control of the ESG risks and opportunities inherent in each industry are fundamental to our investment choices.

In accordance with our fiduciary duty, we incorporate ESG criteria into all our analyses, enabling us to base our investment decisions on a comprehensive assessment of these factors. These decisions are based on a rigorous approach combining quantitative ESG analyses with in-depth qualitative assessments. This methodology allows us to assess, beyond financial criteria alone, the ability of issuers to anticipate major environmental, societal and regulatory transitions.

Furthermore, a significant proportion of the products we manage meet specific ESG requirements, be they voluntary requirements, such as the French 'ISR' (SRI) label¹ or the GREENFIN label¹, or regulatory requirements, including in particular the SFDR² and ESMA³ guidelines. This enables us to offer our clients responsible investment solutions tailored to their diverse expectations and to work alongside them to build bespoke strategies aligned with their ambitions.

1. To find out more, visit www.lelabelisr.fr and <https://www.ecologie.gouv.fr/>.
2. SFDR: Sustainable Finance Disclosure Regulation.
3. ESMA: the European Securities and Markets Authority.
4. NZIF score deployed in early 2026.
5. Indicators that measure impact and non-financial performance, regulatory requirements (SFDR, EU Taxonomy), labels ('ISR', GREENFIN) or thematic funds.

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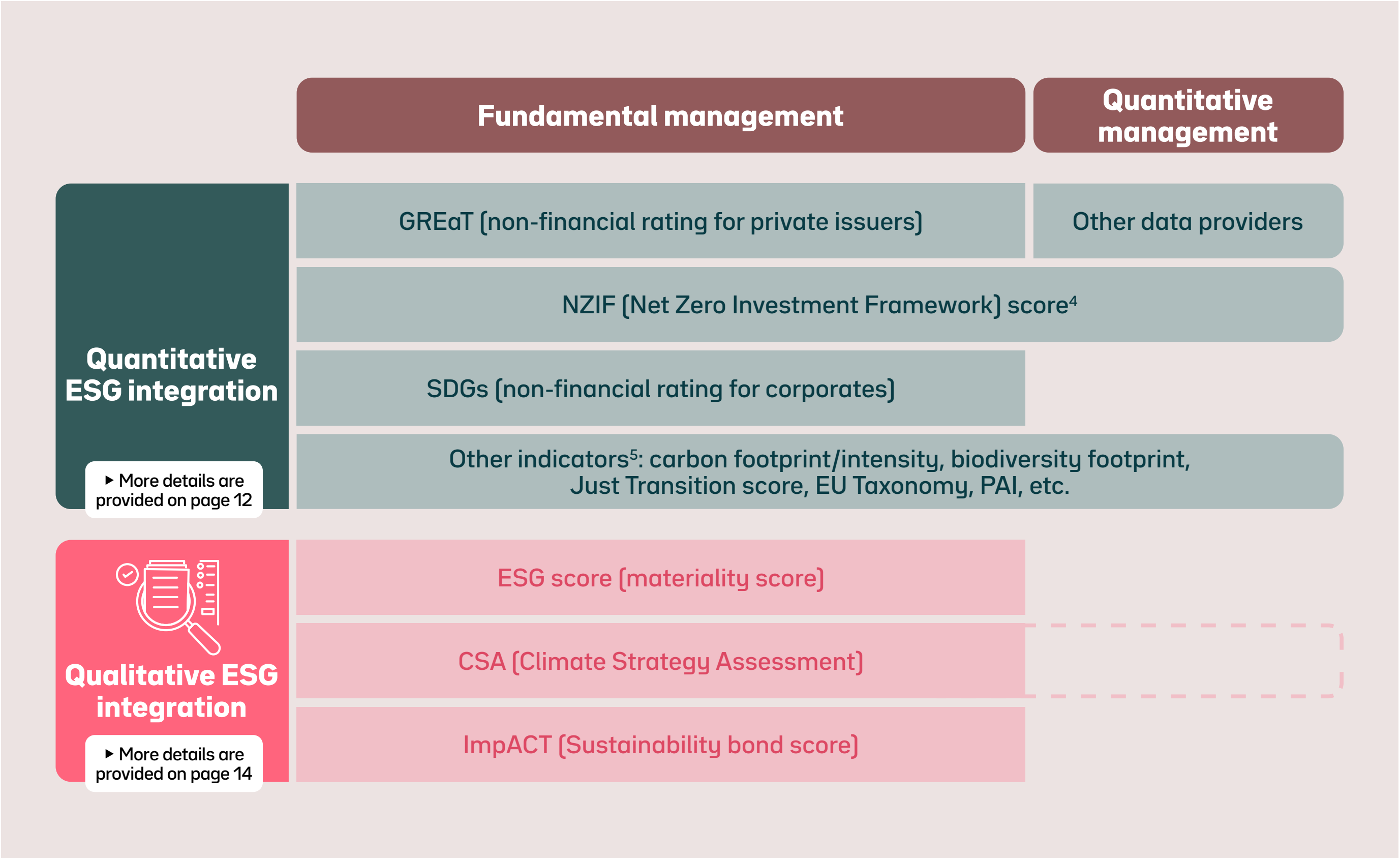
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Marc Estagnasie
ESG Strategist

Integrating ESG criteria into our investment decisions enables us to develop a more comprehensive understanding

of the long-term risks and opportunities. This approach enables us to build more resilient investment strategies, aligned with our clients' ambitions and with the major economic, social and environmental transitions shaping the future. ”



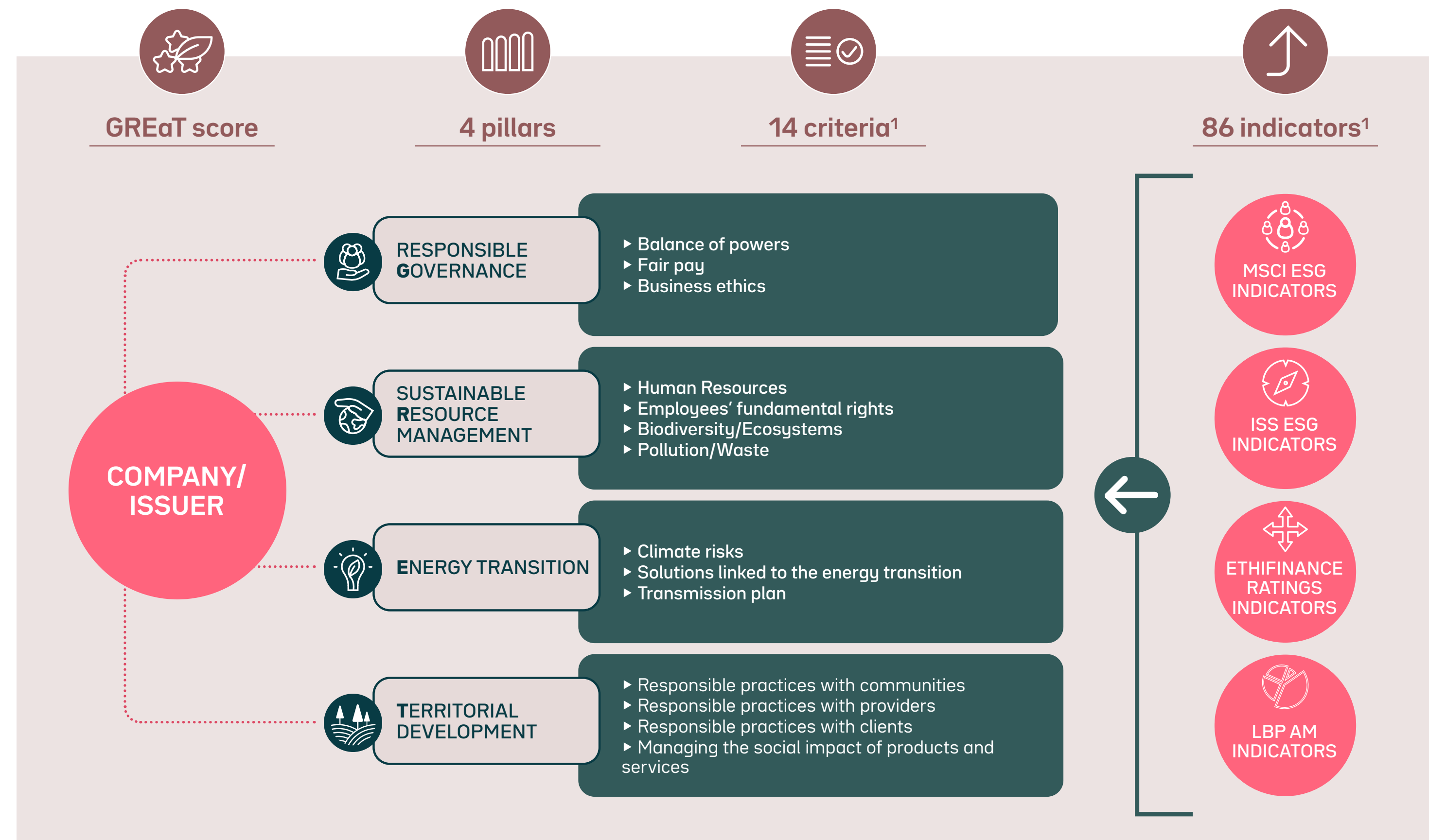
Integrating quantitative ESG data

To strengthen our ESG analyses and provide an objective basis for our investment decisions, we incorporate quantitative data to assess issuers' practices and trajectories in relation to key environmental, social and governance issues.

The GREaT methodology

At the core of our approach, the GREaT methodology is built around the assessment of four criteria: responsible Governance, sustainable management of natural and human Resources, the Energy transition

and Territorial development. The weighting assigned to each criterion varies depending on the company's sector of activity, allowing us to reflect the ESG issues specific to each industry.



1. Criteria and indicators may be revised.



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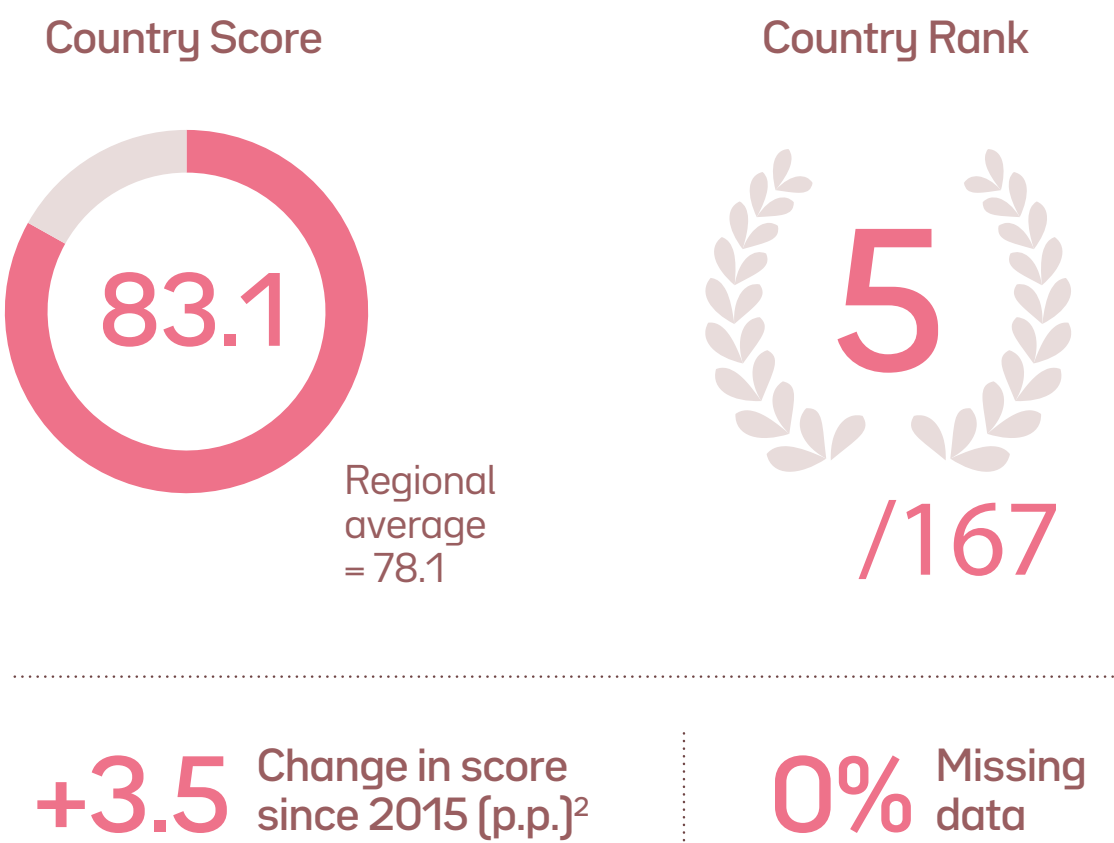
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SDG Index score

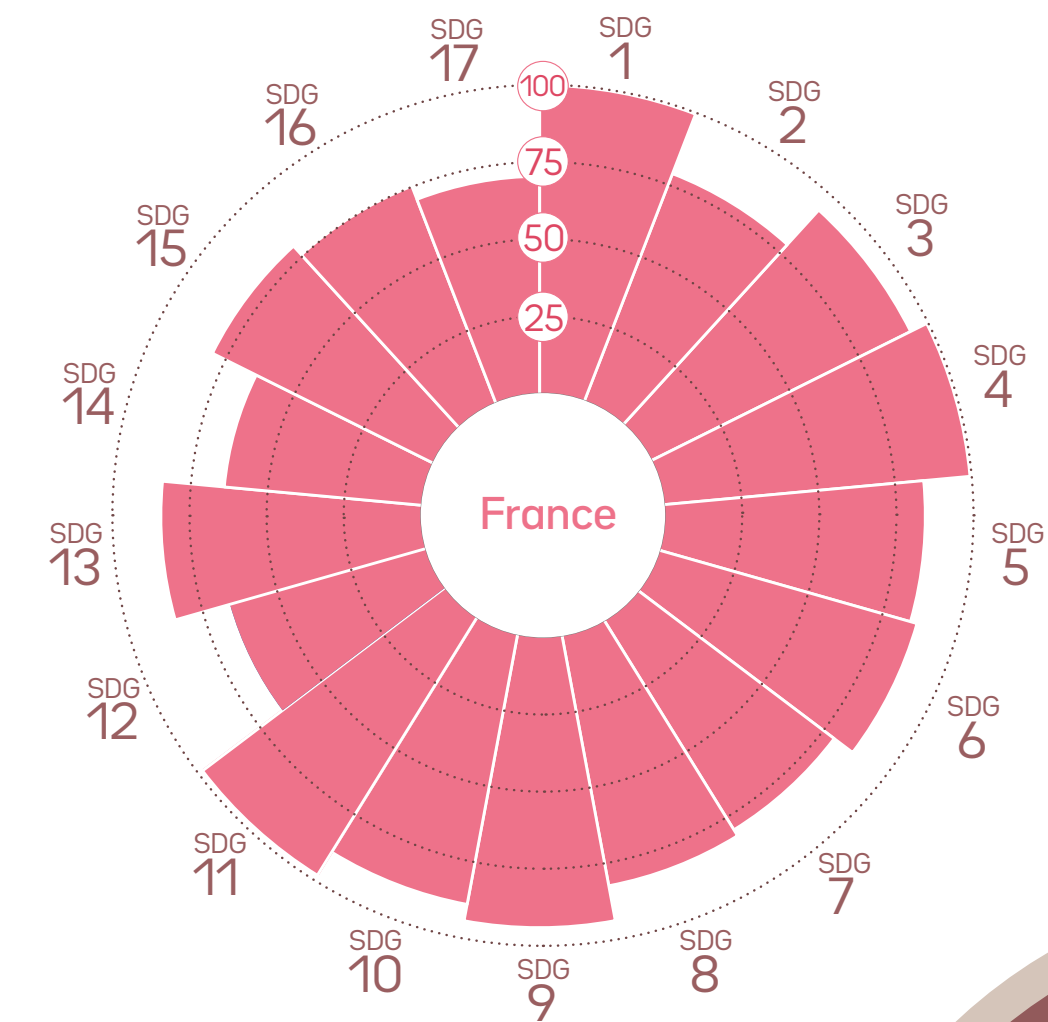
We also rely on the SDG Index score published by the SDSN (Sustainable Development Solutions Network), an initiative supported by the United Nations and Bertelsmann Stiftung. This score aggregates available

data on the 17 Sustainable Development Goals (SDGs) and provides a comparative assessment of countries' sustainable development performance.

Overall Performance¹



Average Performance by SDG



Additional indicators

Other quantitative indicators can also be incorporated into our investment decisions. These include carbon intensity, temperature alignment, biodiversity footprint and the Just Transition score.

100%
of our analyses
incorporate material
ESG factors⁴

AMBITION FOR 2026

Implement the NZIF Score to assess our portfolios' alignment with the global decarbonisation objective and inform the next steps in our climate strategy

THE NZIF SCORE FOR ASSESSING
DECARBONISATION PATHWAYS



In 2025, we developed the NZIF score, a proprietary tool designed to assess the alignment of corporate assets within our portfolios with decarbonisation pathways consistent with the global net-zero objective. For this purpose, we use the Net Zero Investment Framework (NZIF) developed by the IIGCC³.

NZIF criteria	Missing data	Committed to aligning	In the process of aligning	Aligned	Having reached Net Zero
Long-term objective (NZ by 2050)		✓	✓	✓	*
Short- and medium-term emissions reduction targets validated by the Science Based Targets initiative (SBTi)			✓	✓	*
Disclosure of the materiality of Scope 1, 2 and 3 emissions			✓	✓	*
Decarbonisation plan to achieve targets			✓	✓	*
Alignment of CAPEX allocation				✓	*
Emission performance > or = NZ pathway				✓	*
Assets already aligned with the sector's required emission rates in 2025					✓

1. Taken from the SDSN Sustainable Development Report 2025: overall performance of France based on the SDG Index. 2. Progress (in percentage points) is based on a set of 17 key SDG indicators. Source: <https://dashboards.sdgindex.org/chapters/> 3. IIGCC: the Institutional Investors Group on Climate Change is a global organisation of investors committed to advancing climate action. 4. Source: Ostrum Asset Management at 31/12/2025

Performing in-depth qualitative analyses

In addition to the quantitative data incorporated into our investment decisions, our Credit Research and Sustainability teams conduct in-depth qualitative analyses. This enables us to better assess issuers' strategies, governance and capacity to address long-term sustainability issues.

ESG and CSA materiality scores

To enhance our ESG analysis of issuers, we rely in particular on the ESG materiality score as well as on the CSA (Climate Strategy Assessment) score, which assesses companies' climate strategies. These tools enable our managers and analysts to draw on qualitative ESG insights to assess the depth of companies' commitments, the consistency of their strategies, the robustness of their policies and their ability to address sustainability issues effectively.

Sustainability analysis process

Our sustainability analysis process involves three steps.

1. Double materiality of ESG factors

We begin by looking at trends related to non-financial factors within each business sector, to position each company with regard to the associated issues. This results in the development of a double materiality matrix for each reviewed sector.

2. Materiality of ESG factors for the company: ESG materiality score

We then assess the impact for the company of current and future material ESG factors, as well as the indirect causes that might lead to an adverse impact. We assess management's willingness and ability to identify and respond to change, as well as the time available to the company to adapt.

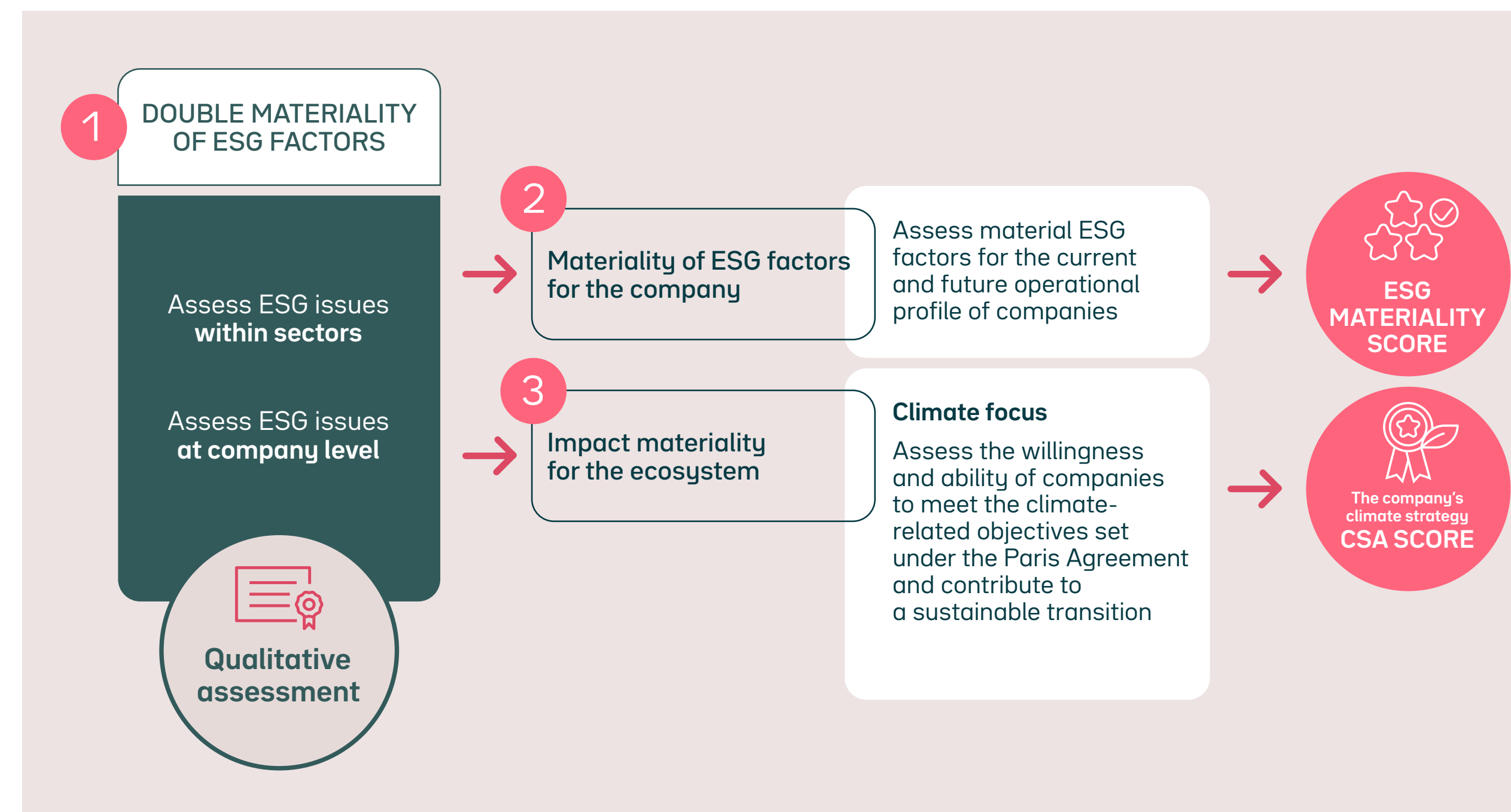
3. Impact materiality for the ecosystem: the CSA score

Lastly, the CSA score, our proprietary analysis methodology developed in 2024, measures the willingness and ability of companies in carbon-intensive sectors to reduce their greenhouse gas emissions.

A sustainability
analysis process
involving

3

steps



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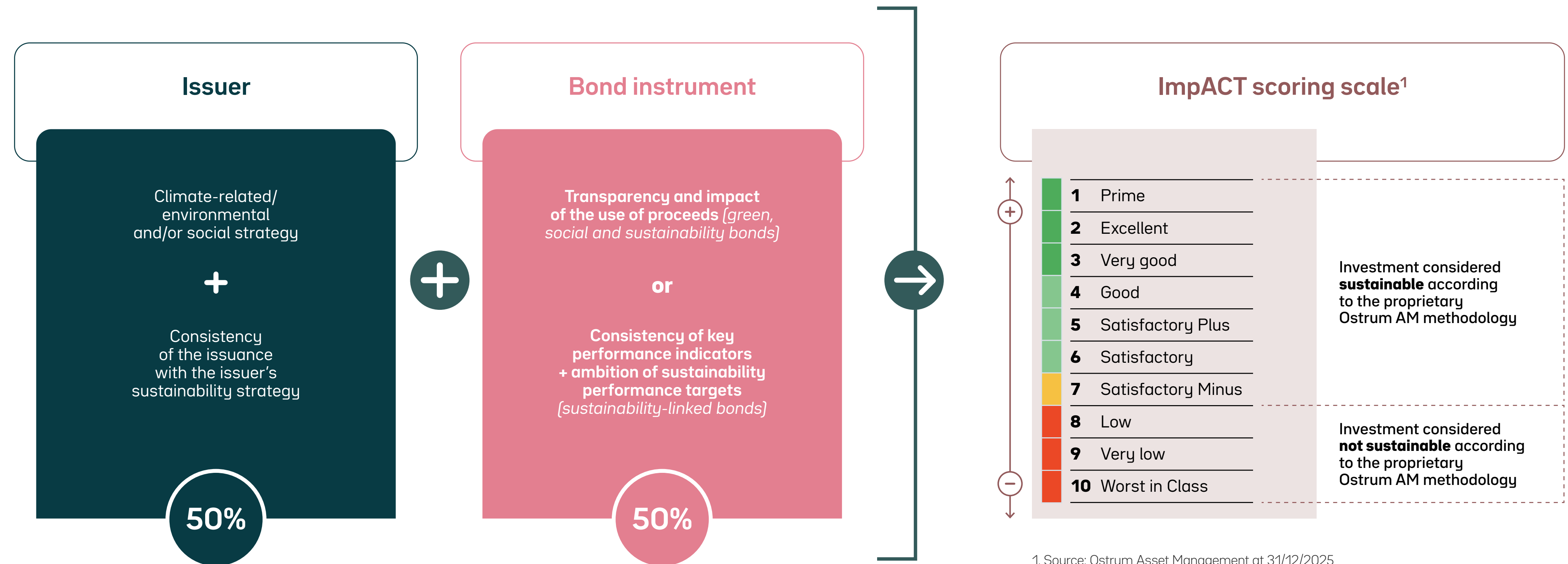
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The ImpACT score to assess sustainability bonds

Lastly, building on our position as a leader in sustainable bonds — green bonds, social bonds, sustainability bonds, transition bonds and sustainability-linked bonds — we have developed a proprietary approach for analysing and scoring these asset classes. This approach has two dimensions: the assessment of the bond issuer and the use of proceeds and their impact.



1. Source: Ostrum Asset Management at 31/12/2025



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Supporting issuers' transition through our engagement

We place particular emphasis on the sustainability practices of the companies in which we invest. Our dialogue with issuers enables us to gain deeper insight into their ESG strategies and practices, identify related risks and opportunities and encourage a continuous improvement in their commitments. In 2025, the implementation of the new requirements of the French 'ISR' label¹ led us to strengthen our monitoring and escalation processes. Dialogue with companies, as well as our engagement activities, which may be conducted individually or collectively and be focused on companies or governments, remains a key pillar of our responsible investment approach.

A rigorous and demanding voting policy

Because voting is a major driver of shareholder engagement, we exercise our voting rights at general meetings with rigour and high standards. Our voting policy covers all social, environmental and governance issues. In the interest of transparency, we disclose all our votes cast at the general meetings we have attended.

Fully exercised voting rights

In 2025, we exercised our voting rights attached to the securities held in the UCIs and discretionary mandates under our management. When we opposed certain resolutions, we systematically explained to the relevant companies the reasons for our vote in order to encourage them to enhance their ESG practices and commitments.

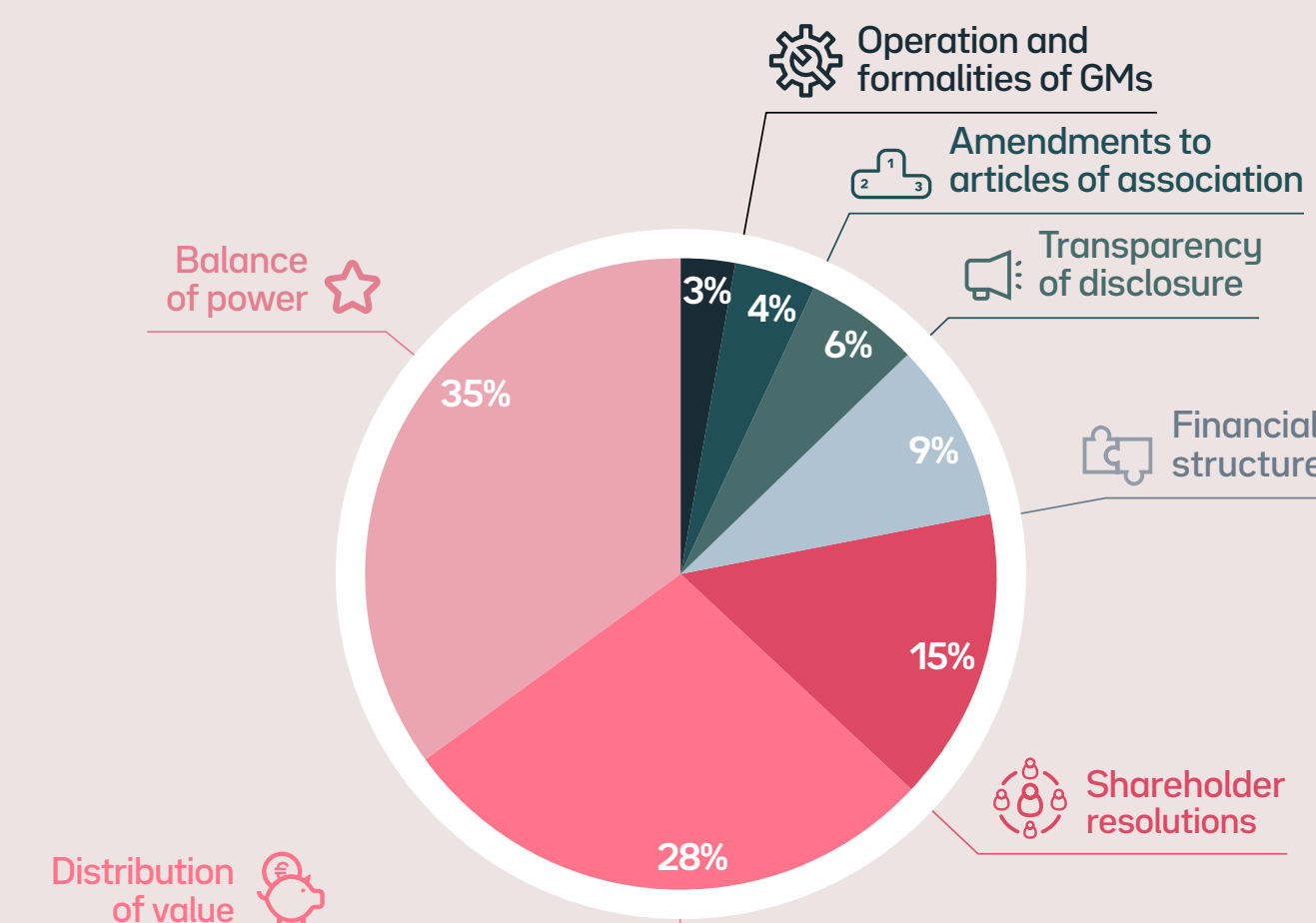


Frédéric Leguay
Head of Equities

An asset management company's engagement begins with a responsible and rigorous voting policy.

Exercising our rights as shareholders means putting our convictions into practice, supporting more sustainable governance practices and helping companies navigate their transition in response to major environmental and social challenges.”

Main grounds for opposition²



97%

attendance rate
at shareholder meetings²

19,091

resolutions voted on²

91%

of resolutions
passed²

8%

of resolutions
rejected²

1. 'ISR' label V3: <https://www.lalabelisr.fr/wp-content/uploads/Referentiel-Label-ISR-mars24.pdf>. 2. Source: Ostrum Asset Management at 31/12/2025.



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Our eight engagement themes

To foster a rigorous and constructive dialogue with the companies in which we invest, we have defined eight priority engagement themes covering all our environmental, social and governance engagement topics. Each theme is linked to the UN Sustainable Development Goals (SDGs) set in 2015. In 2025, the appointment of a climate specialist and an expert on social issues within our team, together with the launch of a collaboration with CDC Biodiversité, should enable us to initiate new engagement initiatives from 2026.

Environment

1. Participating in the mitigation of global warming and adapting to climate change (SDG 7 and SDG 13)

- ▶ Reducing CO₂ emissions and achieving carbon neutrality by 2050
- ▶ Managing physical and transition risks

2. Limiting the impact on the environmental ecosystem (SDG 12, SDG 14 and SDG 15)

- ▶ Managing our resources
- ▶ Safeguarding health and biodiversity

Human rights

3. Promoting employee health and fostering strong employee relations (SDG 3 and SDG 8)

- ▶ Maintaining good employee relations
- ▶ Safeguarding the health and safety of our staff and contractors

4. Enhancing relationships with stakeholders (SDG 8 and SDG 10)

- ▶ Upholding human rights in our supply chains
- ▶ Maintaining strong relationships with local communities

5. Ensuring consumer safety and protecting their data (SDG 3)

- ▶ Ensuring consumer health and safety
- ▶ Managing cybersecurity risk and data privacy

Governance

6. Safeguarding business ethics (SDG 16)

- ▶ Implementing an anti-corruption policy
- ▶ Ensuring transparent tax practices

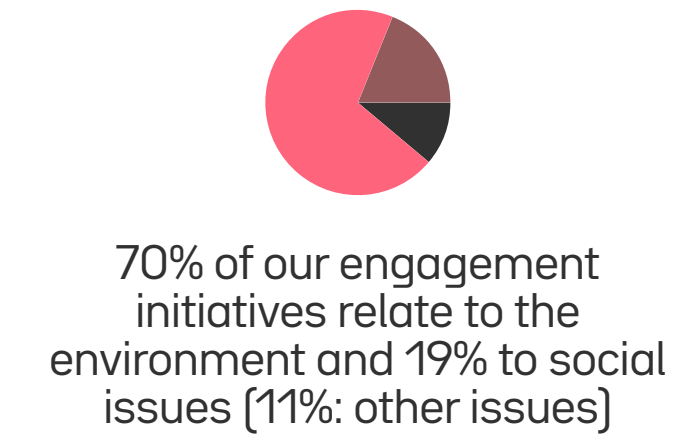
7. Ensuring an appropriate balance of powers and compensation (SDG 5 and SDG 10)

- ▶ Balance of powers
- ▶ Standardising the compensation policy and making it transparent

8. Improving data transparency

- ▶ Guaranteeing transparent financial and non-financial reporting

8
engagement themes¹



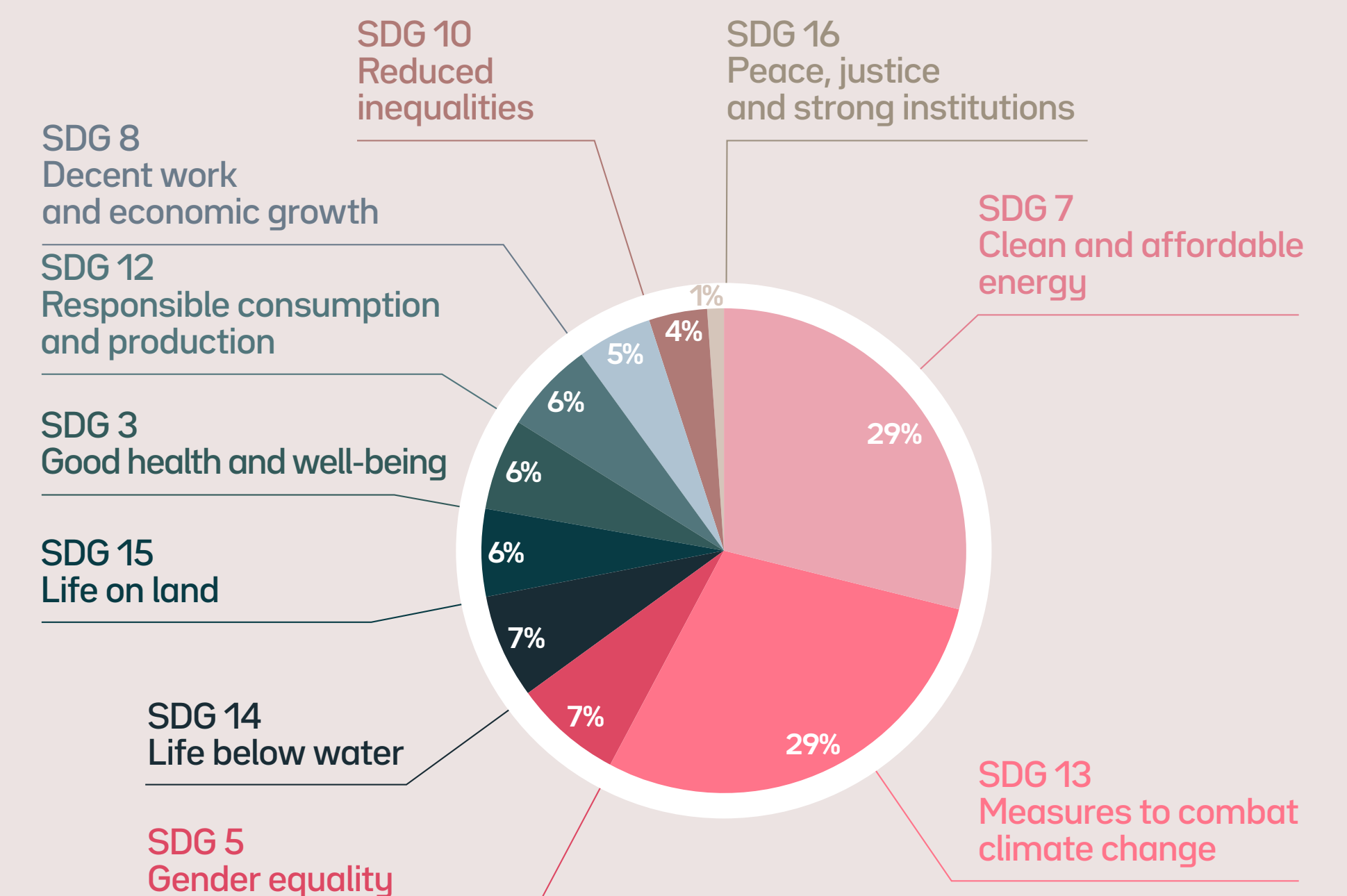
10
collaborative initiatives¹

227
dialogue interactions and engagement initiatives completed¹

165
meetings and contacts with companies¹



Breakdown of our commitments by SDG¹



1. Source: Ostrum Asset Management at 31/12/2025.



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COLLABORATIVE INITIATIVES



In 2025, we took part in 10 collaborative initiatives, including three new ones:



2025 Non-Disclosure Campaign

Since 2017, the CDP (Carbon Disclosure Project) has coordinated the annual Non-Disclosure Campaign (NDC), a global investor-led engagement campaign aimed at encouraging the world's largest companies to enhance the transparency of their practices relating to climate change, forest management and water conservation. In 2025, this initiative was supported by 233 financial institutions, representing \$23 trillion in assets under management.



Climate Transition Plan Letter TSE 100

Jointly led by CCLA Investment Management and the Local Authority Pension Fund Forum (LAPFF), this initiative involves sending a collective investor letter to companies listed on the FTSE 100 index (excluding investment funds) encouraging them to step up their climate transition and resilience strategies to address climate risks. In particular, it invites them to submit their transition plans to a shareholder vote at their next annual general meeting (AGM). In 2025, the level of support for this initiative reached a record high with 53 signatory investors, representing £3.1 trillion in assets under management.



Follow This

As part of this initiative, the Follow This organisation tabled new shareholder resolutions for the 2026 general meetings of Shell and BP, supported by 23 institutional investors. These resolutions seek to clarify how BP and Shell would create value for their shareholders under declining oil and gas demand scenarios. At the end of 2025, we co-signed this resolution tabled in January 2026.

AMBITIONS FOR 2026

Enhance the management of our engagement activities and the measurement of their impact

Enhance our policy of engagement around new emerging themes

These three initiatives complement our seven other ongoing engagement initiatives:

- Investors for a Just Transition - FIR (French SIF - Sustainable Investment Forum)
 - Investor initiative on hazardous chemicals - ChemSec
- Petition calling for tobacco disclosure for retailers - Pella Funds Management
 - Spring - PRI (Principles for Responsible Investment)
 - The 30% Club Investor Group - France Investor Group
 - Tobacco Free Finance Pledge - Tobacco Free Portfolios
- Investor Initiative for Sustainable Forests (IISF) - PRI, CERES

To find out more, see our engagement report:
<https://www.ostrum.com/en/our-csr-and-esg-publications#voting-policy-and-shareholder-engagement-policy>





Financing the transition to a sustainable economy

With €43 billion invested in sustainability bonds and our Just Transition fund, since 2020 we have developed extensive expertise in financing projects that support the energy transition, address climate change and deliver strong social and societal impact.

Recognised expertise in impact bonds

In 2025, we continued to expand our investments in sustainable bonds:

- ▶ green bonds
- ▶ social bonds
- ▶ sustainability bonds
- ▶ and sustainability-linked bonds

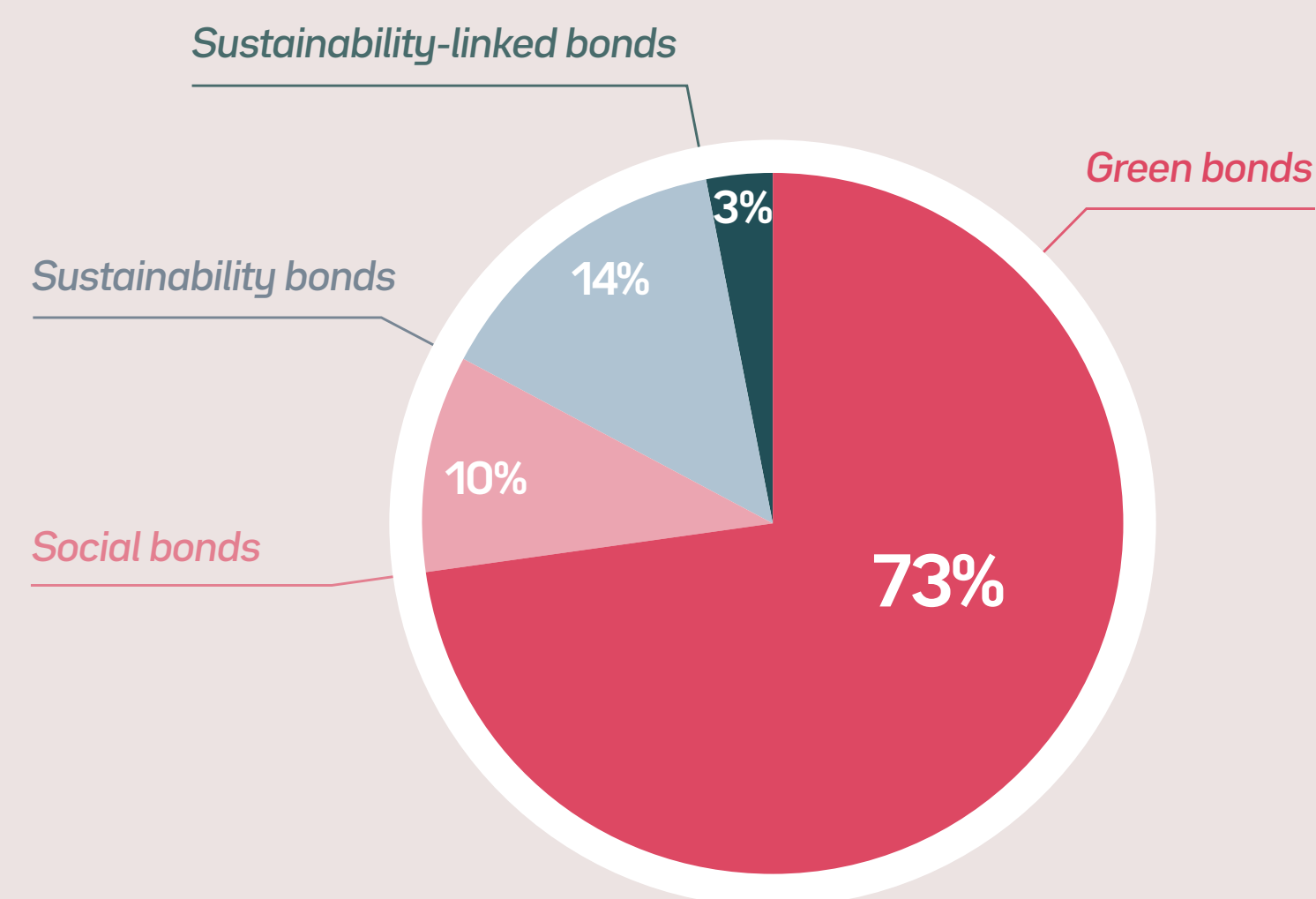
€43 bn

invested in sustainability bonds¹

73%

of our sustainability bonds are green bonds¹

Breakdown of our sustainability bonds by theme¹



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Martin Lebelle

Credit and Sustainability Analyst

Financing the energy transition and supporting social and environmental impact projects are key priorities.

With sustainable bonds, we have the opportunity to steer capital towards concrete initiatives that address current environmental and societal issues, while creating long-term value for investors. ”

OUR OSTRUM CLIMATE AND SOCIAL IMPACT BOND² FUND, FOR A JUST TRANSITION



In 2022, we launched our *Ostrum Climate and Social Impact Bond* fund dedicated to the just transition³. This decision was grounded in a powerful conviction: the ecological transition cannot be sustainable without addressing social considerations. Through this fund, we offer our clients an efficient, holistic and inclusive approach to transition. Classified as an SFDR Article 9 fund⁴ and compliant with the requirements of the 'ISR' and GREENFIN labels, it is fully invested in international sustainability bonds, excluding the cash allocation.

The fund incorporates the principles of a just transition both in the selection of issuers and the selection of financial instruments, and has a three-fold objective:

1. Contributing to a reduction in the carbon footprint
2. Promoting a positive social impact
3. Supporting the protection of local ecosystems and economies

1. Source: Ostrum Asset Management at 31/12/2025. 2. Ostrum Climate and Social Impact Bond is a French mutual fund approved by the French Financial Markets Authority (AMF). Natixis Investment Managers International is the management company. Ostrum Asset Management, the delegated investment manager. This fund is exposed to a risk of capital loss. 3. <https://www.ostrum.com/en/just-transition> 4. The Fund promotes environmental, social and governance (ESG) criteria but does not have a sustainable investment objective. It may invest partly in assets with a sustainability objective, such as those defined under the EU classification framework. The achievement of the non-financial objective is contingent upon the assumptions made by the investment manager. To find out more about the sustainability aspects of the fund, please refer to the "Disclosure of sustainability information" document provided for under Article 10 of the SFDR and available (in French) on the Ostrum AM website (<https://www.ostrum.com/en/funds/5004/ostrum-climate-and-social-impact-bond>).



An enhanced climate strategy

To help address climate change and support the energy transition, we have developed a dedicated climate approach built around four pillars. In 2025, the appointment of a climate expert within our Sustainable Transitions Department helped consolidate

our climate analysis and oversight framework. We have therefore further enhanced our assessment of companies' transition plans, notably by strengthening our analysis of their climate transition maturity through the development of a dedicated methodological framework, which perfectly complements our proprietary Climate Strategy Assessment.

A four-pillar approach

1

Assessment of companies' climate transition maturity

Dual proprietary quantitative and qualitative methodology to classify companies according to 5 levels of alignment with a net-zero decarbonisation pathway.

2

Ability to perform calculations and oversee investment management

Calculation of the climate alignment of our funds and our entity.
Management of climate indicators for some portfolios.
Implementation of our clients' NZAO pledges or climate alignment.

3

Implementation of our fossil fuel policies

Application of our Coal policy.
Application of our Oil & Gas policy.

4

Dialogue and engagement actions

Dialogue and engagement actions within the framework of our Coal + Oil and Gas sector policies.
Dialogue and engagement actions under the 'ISR' v3 label targeting issuers in high climate-impact sectors that do not have a credible transition plan.

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Suzanne Bourgault
ESG Climate Strategist

Faced with the climate emergency, we have a responsibility to support companies

in their transition pathways, combining high standards, dialogue and long-term commitment. We have developed our climate strategy with this in mind. ”



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Assessment of companies' climate transition maturity (see diagram opposite)

This assessment (Pillar 1) is based on a dual proprietary methodology combining quantitative and qualitative criteria. It enables us to assess the extent to which companies are committed to their decarbonisation pathways and classify them according to five levels of alignment with the Net Zero objective: "Missing data", "Committed to aligning", "In the process of aligning", "Aligned" and "Having reached Net Zero".

Ongoing dialogue with companies

Beyond the implementation of our sector-specific and exclusion policies for coal and oil and gas, we continued to engage regularly throughout 2025 with companies to encourage them to enhance their climate change mitigation and adaptation practices, either through individual commitments or as part of a collaborative framework. We also placed a strong emphasis on these issues when we exercised our voting rights.



NZIF quantitative methodology¹

Adaptation of the **NZIF methodological framework of the IIGCC²** into a proprietary quantitative scoring tool based on decision trees.

Use of raw data provided by companies via a selected data provider.



CSA qualitative methodology

Proprietary qualitative analysis of **corporate climate strategies** (Climate Strategy Assessment) belonging to carbon-intensive sectors.

Structured around 3 pillars: ambition, implementation and governance.

Focus on the relevance of decarbonisation plans and on the allocation of capital expenditure.



Final classification on a "climate maturity scale" (below)

The CSA score takes precedence where there is divergence.

Missing data

Committed to aligning

In the process of aligning

Aligned

Having reached Net Zero

29%

of our engagement initiatives relate to the fight against climate change³

13%

of our engagement initiatives relate to biodiversity³

29%

of our engagement initiatives relate to clean energy³

6

Say on Climate resolutions voted on at AGMs³ of which 33% rejected

FOCUS ON COMPANIES' CLIMATE RESOLUTIONS

(SAY ON CLIMATE AND SHAREHOLDER RESOLUTIONS)



A detailed consistency analysis was carried out in 2025 on companies' climate resolutions, particularly as regards:

- the presence of short-, medium- and long-term objectives for relevant scopes,
- the clarity of the strategy developed with a view to achieving those objectives and, if possible, the presence of a quantified action plan [CAPEX],
- the transparency of disclosures providing insight into the company's challenges and progress,
- the governance designed to achieve these climate goals, namely board competence, dialogue with stakeholders, accountability and executive incentives.

AMBITIONS FOR 2026

Publish our Climate policy

Join the Net Zero Asset Managers Initiative (NZAMI)

1. NZIF: Net Zero Investment Framework. 2. IIGCC: Institutional Investors Group on Climate Change. <https://www.iigcc.org/resources/updated-net-zero-investment-framework-nzif-2.0> 3. Source: Ostrum Asset Management at 31/12/2025.



Pillar 2

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Supporting our clients' projects

Empowering European citizens to achieve their life goals



As European institutions, our clients are unique. However, they have a common goal: to secure the future of the citizens they serve.

Because we play a vital role in safeguarding pensions and social protection, financing the transition and contributing to a more secure future, we have a level of responsibility that reflects a shared expectation of accountability. This is why we support our clients in implementing their responsible investment ambitions, taking into account their priorities and specific circumstances. This tailored approach draws on the expertise of our teams, the strength of our responsible investment framework and a trusted relationship built on transparency, dialogue and a commitment to continuous improvement.

As an asset manager, our role is to advise clients by sharing our investment convictions and giving them access to our expertise through our range of open-ended funds. We keep them informed about regulatory developments on an ongoing basis. We help them to define their own ESG strategy, which we implement across their dedicated funds and discretionary investment mandates, managed effectively and in close partnership with our clients over the long term.

Matthieu Mouly
Head of Development

AMBITIONS FOR 2026

- Continue to support our clients on their decarbonisation pathways
- Bolster our range of energy transition solutions to support players with the most material impact
- Consolidate a robust risk management and control framework



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Providing long-term support to help our clients achieve their ESG ambitions

Because support lies at the heart of our approach, we advise our clients at every stage of their ESG journey. From defining their sustainable investment strategy to regulatory compliance of their commitments, including the development of dedicated reports, our experts draw on their know-how to build suitable solutions aligned with our clients' long-term ambitions.

Co-construction of ESG strategies

Each decision to select, certify, exclude or deploy a sector policy may have direct consequences on investments and portfolio management objectives. That is why we help our clients define an ESG investment policy that combines investor responsibility and financial objectives. We work alongside them to review the various investment options and their potential effects on key criteria for institutional investors. Impact studies conducted before their investment policy has been implemented enable us to assess, in particular, the impact on the yield-to-maturity at purchase, portfolio duration and investment guidelines, criteria that are particularly important for insurance companies.

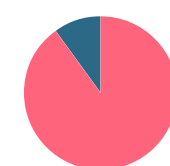
A structured SRI certification approach

We embarked on an ambitious SRI certification process for our open-ended funds as early as 2020. To best meet the expectations of our clients, we have adopted an agile organisation drawing on a multidisciplinary team of certification experts, members of our Investment and Sustainable Transitions departments and teams from our Business Development department. This organisation has enabled us to develop recognised expertise to support our clients both in their strategic thinking and in the operational implementation of their certification processes. The objective is to achieve a 100% success rate for our clients' certification applications.

In 2025, we continued this dynamic with the integration of the requirements of the V3 version of the French 'ISR' label. With this in mind, we completely overhauled the certification strategy for our range of funds, as well as for our certified dedicated funds and mandates, in order to measure their impact on the portfolios in question. This led us to adjust certain certification decisions. As a result, 60% of V2-labelled assets under management have retained their certification under the more demanding V3 'ISR' framework.

100%
success rate
for our clients'
'ISR' certification
applications¹

90%
of our open-ended funds
carry the 'ISR' label¹



RESPONDING TO REGULATORY DEVELOPMENTS



EU Taxonomy, SFDR (with Articles 8 and 9 classifications), French energy-climate law, CSRD, etc. Sustainable finance regulations in both France and Europe remain demanding in order to address key environmental and societal issues, despite the simplifications proposed via the Omnibus Directive.

In this constantly evolving context, we support our clients by providing them with the tools, insights and guidance they need to integrate these new regulatory requirements into their investment decisions, while enhancing the transparency of their disclosures to stakeholders.

¹ Source: Ostrum Asset Management at 31/12/2025.



Developing a range of products to facilitate the energy transition

Convinced of the key role finance plays in supporting economic and environmental transformations, we are developing a range of responsible investment solutions designed to support the energy and social transition. Our ambition: to offer our clients products that combine impact, transparency and long-term performance.

With €43 billion in assets invested in green, social, sustainability or sustainability-linked bonds, we contribute to financing a more sustainable economy by offering our clients a range of responsible bonds. We have developed recognised expertise in monitoring and managing funds dedicated to financing environmental, social and societal projects, using a proprietary model. We also offer our clients an opportunity to invest in the Ostrum Climate and Social Impact Bond fund dedicated to the just transition.

€43 bn
worth of assets invested
in green, social and
sustainability bonds¹

1. Source: Ostrum Asset Management at 31/12/2025.



AMBITION FOR 2026

Develop "Brown to Green" climate transition funds aimed at supporting the transition of the entire economy, including the most carbon-intensive sectors and players

A RANGE OF TOOLS DEDICATED TO ESG ANALYSIS



To deploy our ESG strategies, we rely on several external databases covering a wide scope, such as the SDG Index¹ database for sovereign issuers, the CDP² database for the analysis of corporate carbon criteria, the Vigeo³ and MSCI⁴ databases for ESG indicators, the Iceberg Datalab⁵ database for biodiversity, and the Trucost⁶ and GREaT⁷ databases.

In addition to these market benchmarks, we are also developing tailored approaches to meet the specific expectations of our clients. We are thus able to integrate tailored analytical approaches and adapt the management of their portfolios to their responsible investment objectives and policies.

1. SDG Transformation Center - <https://sdgtransformationcenter.org/>
2. CDP - <https://www.cdp.net/en>
3. Vigeo - www.vigeo.com
4. MSCI - <https://www.msci.com/>
5. Iceberg Datalab - <https://www.icebergdatalab.com/en/>
6. S&P Global - <https://www.spglobal.com/en>
7. LBP AM - <https://www.lbpam.com/fr>



Ensuring a robust ESG risk management and control framework

In response to increasing regulatory requirements and evolving environmental and social issues, we are continuing to enhance our ESG risk management system. Our ambition: to better identify, but also to better manage and anticipate these risks in order to ensure the resilience of our investments and the robustness of our investment management policies.

In 2025, we continued to train our Risk department employees on ESG issues. We have also stepped up the integration of the various ESG pillars into our governance and specific risk management arrangements, namely by better integrating ESG criteria into our ESG risk mapping and formalising the investment management procedures associated with the identified risks.

We have also consolidated our system for managing exclusion policies, both for our own investments and those of our clients, and continued our work on the financial quantification of climate risk.

Lastly, the roll-out of a dedicated responsible investment control plan has helped enhance risk monitoring, compliance with regulatory requirements and insights into these issues for all our employees.



AMBITIONS FOR 2026

Continue to assess the financial impact of climate risk according to different scenarios, decades and types of climate events

Optimise the governance of ESG risk monitoring and management in order to improve the integration of these risks into our processes



Malika
Koussih
Risk Manager

**Anticipating
in order to protect:
the essence
of our mission.**

Our proactive management of climate and ESG risks is essential to build resilient portfolios that can adapt to future environmental and regulatory changes, thereby ensuring sustainability and performance for our investors. ”





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Ensuring transparent management and continuous improvement

Because the trust our clients place in us is built on the quality of our support and the transparency of our practices, we make client satisfaction a core aspect of our continuous improvement process.

A continuous improvement approach

Each year, we assess the satisfaction of our clients regarding the service we provide as a whole in order to identify any areas for improvement and continuously adapt our systems. With this in mind, questions related to ESG issues are included in our annual satisfaction survey. At the same time, we record and monitor all the commitments made to our clients. When necessary, these commitments can lead to the implementation of dedicated action plans. This framework, supported by ongoing dialogue with our clients, enables us to address their expectations as effectively as possible, integrate their data providers, consider their exclusion policies and ensure the proper application of their ESG charters.

A transparent, responsible investment policy

Recognising that transparency is essential to building trust, we provide our clients with all the information they need about our responsible investment policy.

At entity level

- **Our CSR/ESG policies and reports**
 - Corporate social responsibility report;
 - ESG policy;
 - Sector-specific and exclusion policies;
 - Voting and engagement policy;
 - Sustainability report, disclosures required under the French energy-climate law¹;
 - Report on exercising voting rights;
 - Engagement report.
- **Our climate risk management reports**
 - TCFD report².
 - Report on the management of sustainability risks and adverse impacts.

At portfolio level

- **Our ESG disclosures;**
- **Our disclosures under the French energy-climate law;**
- **Our engagement disclosures.**

To read our publicly-available reports and disclosures visit:
<https://www.ostrum.com/en/our-csr-and-esg-publications>



Lionel Allouche
Head of Key
Account Management

Delivering responsible investment management solutions

means embedding our client support approach in a process of ongoing dialogue and continuous improvement. By maintaining regular dialogue with our clients and increasing the transparency of our practices, we can meet their expectations more effectively in an ever-changing environment. ”

1. Adopted on 8 November 2019, the energy-climate law sets ambitious objectives for French climate and energy policy (gradual exit from fossil energies, development of renewable forms of energy, etc.). 2. Task force on Climate-related Financial Disclosures.





Pillar

3

AMBITIONS FOR 2026

Make our purpose a driving force for shared action

• Support the development of skills and career paths

• Promote diversity and inclusion in all their forms

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Engaging collectively

Our commitments are brought to life by our teams

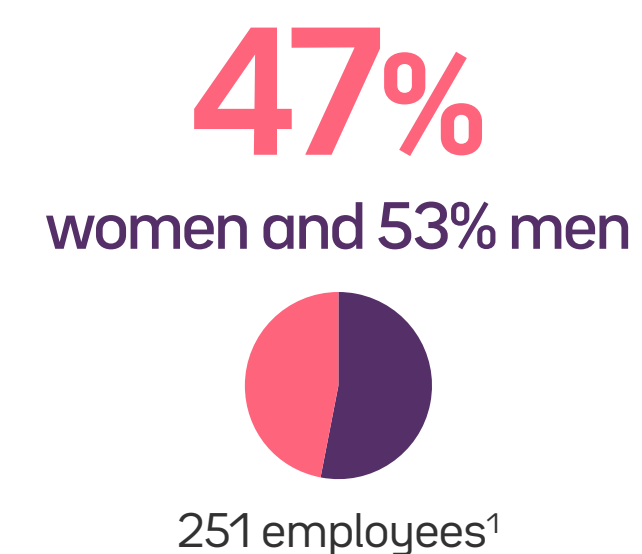


“ By giving our employees the means to take action, develop their skills and strike a healthy work/life balance,

we empower them to be both central to and drivers of our CSR strategy, to bring our purpose to life and to contribute, every day, to addressing the societal and environmental challenges we face.

United around a shared ambition, we foster a culture of collaboration, shared responsibility and performance, while ensuring that we offer an inclusive and stimulating working environment. ”

Gaëlle Théaud-Gautheron
Chief Human Resources Officer



10
years of average seniority¹

96%
of employees trained¹

7.13%
of employees living with a disability¹

¹. Source: Ostrum Asset Management at 31/12/2025.



OUR PURPOSE

We strive to deliver durable value for our clients' investments, enabling them in their social commitments centred on life-stage goals such as retirement, health and protection against life's risks (life & disability and P&C insurance).

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Bringing people together around a shared ambition

To drive our ambition and turn our commitments into action, we bring our employees together every day around shared goals, opportunities for dialogue and initiatives to promote cooperation. In 2025, this collective momentum gained further strength around a common strategy and the affirmation of a new purpose.

Shared goals driving a common vision

This collective commitment to our shared vision has led to the launch of transformative initiatives. Starting with the **definition of our purpose**, which involved over 200 employees throughout the year via surveys and collaborative workshops aimed at defining our core principles, our societal contribution and our mission. We followed up with the **roll-out of our OKRs (Objectives and Key Results)**, aimed at bringing our entire organisation together around shared and measurable objectives. This also facilitated a greater understanding of the issues, roles and responsibilities of each individual, while identifying areas for cooperation.

80%
of our workforce
was involved in defining
our new purpose
i.e. 200+ people

Dialogue opportunities that foster interaction

Streamlining communication and enhancing cooperation are also among our priorities. To do this, three communities co-exist to ensure that everyone is familiar with our strategy and projects:

- Le Cercle, which informs our employees about the company's strategy, development and news.
 - Le Forum des Ambassadeurs, a forum for discussion bringing together around forty people representing our business lines.
 - Workshops to share managerial best practices, set up in 2025 to offer opportunities for co-development and experience sharing on management-related topics.
- L'EchO d'Ostrum, our in-house monthly newsletter, complements this approach by providing insights into our ongoing projects and highlighting our employees' initiatives and journeys.



Valérie
Chaussende
Head of CSR

Because our corporate responsibility extends beyond financial performance,

we are affirming our contribution to society as a foundation of our new purpose. This was shaped collectively through an engaging process that enabled all employees to reflect on the deeper meaning of their company's contribution to society. 💬



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Fostering skills development

In a constantly evolving industry, encouraging the development of our people's skills is a key lever to drive our performance, strengthen our leadership and enhance our innovation capabilities. It also means offering each person a career path in line with their ambitions.

Core business capabilities at the heart of our approach

To develop our employees' skills and support their employability, we offer a wide range of training courses in various formats. Covering key topics such as risks and regulations, asset management and compliance, these courses cover all core areas of expertise within our business lines.

Training our managers is a priority

Given the central role managers play in driving employee engagement and supporting team development, they must be equipped with the appropriate skills. In 2025, we organised dedicated sessions for all our managers, while

providing all newly-appointed managers with training to prepare for their responsibilities.

Artificial intelligence and collaborative working: key issues today

We have been encouraging our employees to develop their skills in generative AI since 2024. The programme covers prompt writing, finance-related use cases and practical case studies. We have also developed around 60 assistants, which all employees can use via our internal AI tool: **MAiA**. We have also stepped up our training in collaborative tools. A community of around 20 employees met five times in 2025 to share insights on the uses of Copilot, while six training sessions focused on our digital tools.

AMBITIONS FOR 2026

Increase employee awareness of issues relating to the climate, artificial intelligence, biodiversity, physical and transition risks, pesticides and PFAS²

Continue training our managers through conferences, targeted training and peer-to-peer development initiatives

2 QUESTIONS FOR

Nathalie Beauvir
Senior ESG Strategist

Do you offer training on ESG issues?

Of course. In 2019, we developed a specific and particularly dynamic training programme. It is designed for all our employees: managers and analysts, members of the Permanent Control and Risk departments, and employees in direct contact with our clients. The aim is to provide them with the best possible support on these subjects.

What specific training courses have you implemented in 2025?

Over the past year, we organised six webinars on topics such as rating methods, exclusion policies, data providers and changes to SFDR regulations, mainly for employees in the Investment, Risk and Business Development departments. Dedicated CSRD training has also been offered to analysts, managers and risk teams. Added to this, "2tonnes" workshops have been staged to raise awareness about climate issues among all employees. 💡

4,599

hours of training completed¹

of which 14.5% through e-learning

96%

employees trained¹

of which 18 through accredited or certified programmes

24,000

self-paced training courses¹

available via our LinkedIn Learning platform

1. Source: Ostrum Asset Management - Provisional consolidated data at 25/02/2026 (approximately 90% of completed hours). 2. PFAS: per and polyfluoroalkyl substances, also known as "forever chemicals".





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Fostering social connection among our teams

Building connections to foster mutual respect and cooperation also means involving everyone in the life and culture of the company.
In 2025, this ambition took shape through a wide range of opportunities for connection and collaboration, fostering cohesion and the pleasure of working together.

Initiatives promoting collective energy

Throughout the year, many actions helped get our employees involved and forged stronger connections among our teams. Festive events were organised to mark World Music Day and year-end celebrations. Our annual *Family Day*, a highly anticipated event, gave our employees' children aged 4 to 10 years a chance to discover the company through fun, educational activities. Lastly, videos showcasing our teams were produced and shared to foster mutual understanding, share experiences and encourage dialogue across different business lines.



Fanny Galène-Biard
Head of Internal and Event
Communications

**The moments
of connection
we create together
help strengthen
relationships
between employees.**

These informal moments foster the sharing of our strategic ambitions. They also build trust among our employees and enable us to get to know each other better. This is a key factor in working more effectively and collectively. ”



Encouraging diversity and inclusion for all

Because diversity is a driver of innovation and creativity, we have made inclusion a cornerstone of our human resources policy. From advancing gender equality and recognising the value of different generations, to supporting LGBT+ employees and people living with a disability, our collective commitment helps everyone unlock their full potential, day after day.

A long-term diversity policy

Creating an open and inclusive work environment requires a regular assessment of the actions undertaken. In 2021, Ostrum Asset Management entrusted this assessment to an independent third party. In preparation for the next assessment planned for 2026/2027, a discussion session was organised in 2025 with all our managers to help them take ownership of these issues and address them with their teams.

Zero tolerance for discrimination

We also reaffirmed our commitment to zero tolerance of all forms of discrimination. All our employees have access, via the intranet, to the procedures available for reporting instances of discrimination.

AMBITIONS FOR 2026

Assess our diversity policy in order to measure the progress made and identify new areas for improvement

Raise employee awareness about microaggressions to reinforce our efforts to prevent discrimination





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Promoting gender equality

The promotion of gender equality is a priority. In 2025, we stepped up our actions to promote gender diversity in recruitment, support female career paths and guarantee equal pay.

A proactive recruitment policy

Our recruitment policy encourages diversity by ensuring that at least one female candidate is included on every recruitment shortlist. We have also encouraged the participation of female employees as mentors in the international **Women in Finance** programme aimed at promoting the role of women in finance careers and attracting new female talent.

Encouraging women's career development

To further enhance gender diversity within our leadership bodies, we support the **"WINN"** women's

network, which works every day to attract and retain female talent. We also take part in annual programmes developed by the Group for our female employees, with the aim of helping them develop their skills, supporting their career progression and encouraging them to increase their visibility.

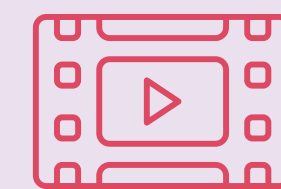
AMBITION FOR 2026

Achieve gender parity in our workforce

Guaranteed equal pay

Each year, a special budget is devoted to reducing the gender pay gap. We have also made salary reviews systematic for employees returning from maternity leave and introduced 100% salary maintenance throughout paternity and childcare leave.

COMMUNICATING TO OVERCOME PREJUDICE

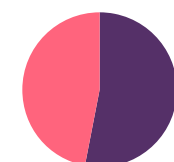


Creation of a three-part video series

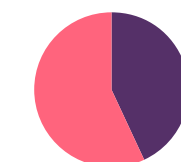
To coincide with International Women's Day, we invited our employees to take part in the filming of a three-part video series to challenge certain preconceived ideas:

- Are men really better at finance?
 - Are women less inclined to negotiate their salary?
 - Do gender-diverse teams perform better?

47%
of our employees are women¹



57%
of new hires are women¹



39%
female representation within investment teams¹



43%
female representation on the Executive Committee²



1. Source: Ostrum Asset Management at 31/12/2025. 2. Within the meaning of the Rixain Law.

Supporting people with disabilities

Aware of our role in promoting the inclusion of all forms of disability, we are committed every day to better supporting our employees with specific needs. We have an agreement in place that allows employees with long-term conditions to benefit from the same accommodations as co-workers living with a disability.

A responsible recruitment approach

Each year, our group carries out numerous initiatives to recruit people living with a disability, including participating in specialised forums, using dedicated recruitment agencies and showcasing our professions to young people at events such as Duo Days. The group has also entered into partnership with several leading higher education institutions, such as ESSEC, CentraleSupélec, ENSAE and SKEMA, notably engaging with students to raise awareness during European Disability Employment Week (EDEW).

Workplace accommodations

Supporting employees who are living with a disability also means introducing specific workplace accommodations to facilitate their inclusion and ensure comfortable working conditions. With this in mind, we have improved the accessibility of our workplaces and adapted workstations by improving both equipment and ergonomics. We also provide personalised support as part of a coordinated approach involving an occupational health physician, a social worker and our disability contact person.

Supporting companies in the sheltered employment sector

Our commitment is also reflected in our responsible purchasing policy, with the use, wherever possible, of companies in the sheltered employment sector.

Furthermore, in order to change perceptions about disability, we regularly take part in awareness initiatives proposed by Groupe BPCE, which can include Group events, conferences and training.

7.13%
of employees are living
with a disability¹



Orlane Belmana
Human Resources Manager

**Disability inclusion
also means
supporting family
members and carers.**

We provide specific support to employees who care for a child or partner with a disability. ”

¹. Source: Ostrum Asset Management at 31/12/2025.

Encouraging intergenerational collaboration

Promoting collaboration across generations is a key driver of performance and cohesion. By combining the energy of our younger employees with the experience of their more seasoned co-workers, we create an environment that fosters knowledge sharing.

Listening closely to our junior employees

Among the key initiatives introduced for our younger employees, five breakfast meetings were held in 2025 with our Chief Executive Officer and the Human Resources team to gain a better understanding of their expectations and hear their ideas. In addition, our annual Welcome Day gives interns and work-study students a valuable opportunity to discover the company, forge lasting ties and facilitate their integration. Presentation of the company, testimonials from former work-study students and time spent with our teams: the day is packed with opportunities to interact and gain a deeper understanding of our business and roles.

Harnessing the experience of our senior employees

We also draw on the experience of our senior employees, while remaining attentive to their career mobility aspirations. We do this by ensuring they have opportunities to grow, namely through training.

Supporting employees nearing retirement

We have specific measures in place for employees nearing retirement: senior part-time roles, end-of-career leave, support for purchasing additional pension rights, a supplementary allowance for employees in roles undergoing transformation, the option to convert the retirement allowance into additional leave, and skills-based volunteering. Our group also organises three retirement conferences a year for employees aged 57 and over, in conjunction with Malakoff Humanis, a leading employee benefits and retirement solutions provider.

AMBITIONS FOR 2026

Increase the proportion of junior employees within the company by +11%

Introduce a reverse mentoring system to encourage the sharing of AI-related skills

Organise six breakfast discussions between Management and our senior employees

Roll out Groupe BPCE's Fifty+ programme for our employees aged over 50 to encourage knowledge sharing, support career development, promote well-being and combat age-related stereotypes

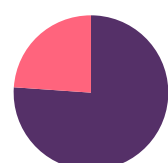
PROMOTING THE TRANSMISSION OF KNOWLEDGE



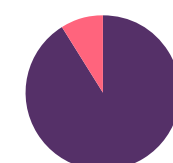
Students Challenge

In 2025, for the sixth consecutive year, Ostrum Asset Management took part in the **Students Challenge by Natixis Investment Managers**. This flagship programme, focused on knowledge transfer, diversity and professional development, gives 12 student teams an opportunity to manage a virtual multi-asset portfolio worth \$100 million over three months with the support of asset managers. The projects are assessed against demanding criteria: financial performance, strength of the investment thesis, consistency with the macro-financial environment and thoroughness of risk monitoring.

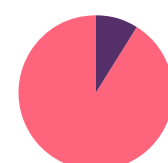
24%
of employees are senior
members of staff¹
[aged 55+]



9%
of employees are junior
members of staff¹
[aged < 30]



91%
of employees aged 55+
have received training²



1. Source: Ostrum Asset Management at 31/12/2025. 2. Source: Ostrum Asset Management - Provisional consolidated data at 25/02/26 [approximately 90% of completed hours]. Training includes face-to-face and remote learning [including e-learning].

Promoting the inclusion of our LGBT+ employees

Supporting the inclusion of our LGBT+ employees is an integral part of our commitments. As part of this, we introduce awareness and support initiatives to promote a respectful, open and inclusive working environment.

Concrete actions for equal rights

In 2025, **Pride Month** was an opportunity to organise a breakfast discussion with an association called All Equals, as well as a virtual reality-based awareness session about microaggressions.

Supported by senior management at Ostrum Asset Management, the All Equals network promotes equal rights and inclusion of LGBT+ employees within Groupe BPCE. Open to all, it brings together employees regardless of their sexual orientation or gender identity, and stages many awareness-raising actions.

Paternity and second-parent leave has been extended to all types of parenthood, with full salary maintained for the duration of the leave.

100%
of salary maintained
during paternity and
second-parent leave.
Measure open to all
types of parenthood.

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Enhancing our employees' daily experience

As hybrid working becomes increasingly widespread, we have put in place an organisation designed to strike a better work/life balance. Remote working, an enhanced intranet, dedicated services... these initiatives reflect our commitment to making our employees' daily lives easier in practical ways.

Autonomy and flexibility, the keys to remote working

We have been encouraging the development of remote working arrangements since 2015¹. This hybrid working model, combining remote and on-site work, provides greater flexibility: time spent on site to encourage collaboration and team cohesion, and remote working time conducive to individual concentration and efficiency. It also helps us evolve in our managerial practices. By

encouraging delegation, it empowers our employees and strengthens their sense of ownership.

An intranet supporting new ways of working

At the heart of this hybrid way of working, our intranet serves as a true digital hub. It offers each employee, both on-site and those working remotely, centralised access to information they need on a daily basis: best practice charters, advice on managing remote teams and reminders of meeting protocols.

AMBITION FOR 2026

Conduct a survey of our employees about the uses of our intranet

10

days² of remote working per month

+15 days per year for family carers

100%

of employees are eligible for remote working²

95%

of employees take advantage of remote work arrangements²

1. Through capital transactions that led to the creation of Ostrum Asset Management on 1 October 2018. 2. Source: Ostrum Asset Management at 31/12/2025.

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Tanguy Charlotin
Customer data and reporting analyst

The measures put in place, such as remote working, dedicated services or collaborative tools, make our day-to-day lives much easier.

They allow us to strike a better balance between performance and personal life, within a flexible working environment where close attention is paid to everyone's needs. ”

SERVICES FOR EMPLOYEE WELL-BEING



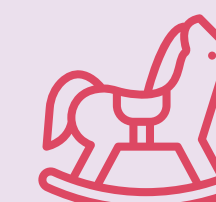
Support for carers

Many employees are family carers. To support them, we have introduced specific measures in conjunction with Prev&Care to help them cope with a loved one's loss of independence.



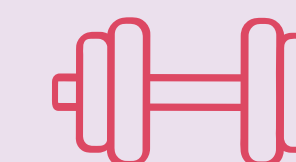
Concierge services

Dry cleaning, hair appointments, beauty treatments, the sale of everyday necessities, gym or yoga sessions: we provide a wide range of concierge services directly on site.



Network of nurseries

Our employees have access to reserved childcare places across the 1,900 nurseries operated by the Babilou and 1,001 Crèches networks. They also have access to the Babirelais service, which provides occasional childcare services.



Gyms

Our employees have access to a fitness centre located near our offices. They can also enjoy discounted rates at a range of gyms.



Bike parking

To encourage greener commuting, there is secure bike parking at our premises. Repair workshops are also organised throughout the year.



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Striking the right balance, today and for the future

Leading by example in our operations



“Just as we hold the companies in which we invest to high standards, we strive every day to lead by example in our operations.”

Balanced governance, dialogue with our stakeholders, responsible investment and compliance with strict standards of ethics are the cornerstones of our engagement. As an active player in the finance industry, we are also helping to drive practices towards greater responsibility. More broadly, we are committed to having a positive impact on our ecosystem by working to build a sustainable economic and financial model. Our employees play an essential role in this effort by making a concrete contribution to reducing our environmental footprint, managing resources responsibly and developing solidarity initiatives.”

Vanessa Casano
Corporate Secretary

AMBITIONS FOR 2026

Set the standard for exemplary governance

Support changes in financial market practices

Sustainably reduce our environmental impact

Take concrete action to serve civil society

43%
of Executive Committee members are women¹

-79%
reduction in energy consumption²

4.9 t CO₂eq
of emissions per FTE³

1. Within the meaning of the Rixain Law. 2. Measured against 2019, chosen as the pre-Covid base year. Source: Ostrum Asset Management at 31/12/2025. 3. Source: Ostrum Asset Management at 31/12/2025.



Ensuring responsible business practices

Ensuring responsible business practices is key to protecting the long-term interests of our organisation and of our stakeholders, starting with our clients. That means paying particular attention to the composition of our governance, nurturing dialogue with our stakeholders and upholding the highest standards of business ethics.

Promoting balanced governance

To combine operational autonomy with the protection of all our stakeholders' interests, we ensure that our governance framework is balanced and robust. This is fully in line with the principles established by our group and meets all our regulatory obligations.

A Board of Directors with diverse perspectives

Our board reflects the diversity of our stakeholders and ensures an evenly balanced representation of:

- **our shareholding group,**
- **our partner banking networks,**
- **representatives of our economic and social unit,** two of whom attend meetings as non-voting participants.

Its composition enables it to exercise its duties independently, in the long-term interests of the company and its shareholders.

The Board's role is two-fold:

- **ensuring that our distributor clients receive** the highest standard of service, particularly in the Banques Populaires and Caisses d'Épargne networks,
- **overseeing ESG and climate issues** by approving the strategic directions relating to our responsible investment approach.

A committed management team

Our Executive Committee encourages a form of deliberation that is collegial and cross-cutting when deciding on the company's strategic priorities. Composed of nine members representing the company's business lines and core functions, it embodies the diversity of our expertise, with women accounting for 43% of the seats on the committee¹.

OUR SHAREHOLDER STRUCTURE

Natixis Investment Managers
holds

100%

of Ostrum AM's share capital

Natixis Investment Managers
belongs to Groupe BPCE,

2nd

-largest banking group in France

COMPOSITION OF OUR BOARD OF DIRECTORS



CHAIRMAN

Stéphanie Paix
Senior Advisor, Groupe BPCE

DIRECTORS

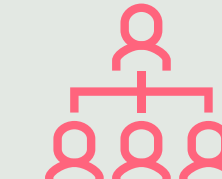
Cédric Glorieux
Head of Products and Solutions,
Retail Banking and
Insurance - Groupe BPCE

Christophe Lanne
Chief Transformation and Talent Officer
at Natixis IM, Executive President
of Natixis IM OS and Chairman
of the NIM OS Board of Directors

Jennifer Baert
Natixis General Counsel

Nathalie Bricker
Deputy Chief Executive Officer
of Natixis IM

COMPOSITION OF OUR EXECUTIVE COMMITTEE¹



Olivier Houix
Chief Executive Officer

Rémi Ardaillou
Head of Risk

Emmanuel Bourdeix
Head of Quantitative Investments

Vanessa Casano
Corporate Secretary

Gaëlle Mallejac
Chief Investment Officer

Matthieu Mouly
Chief Business Development Officer

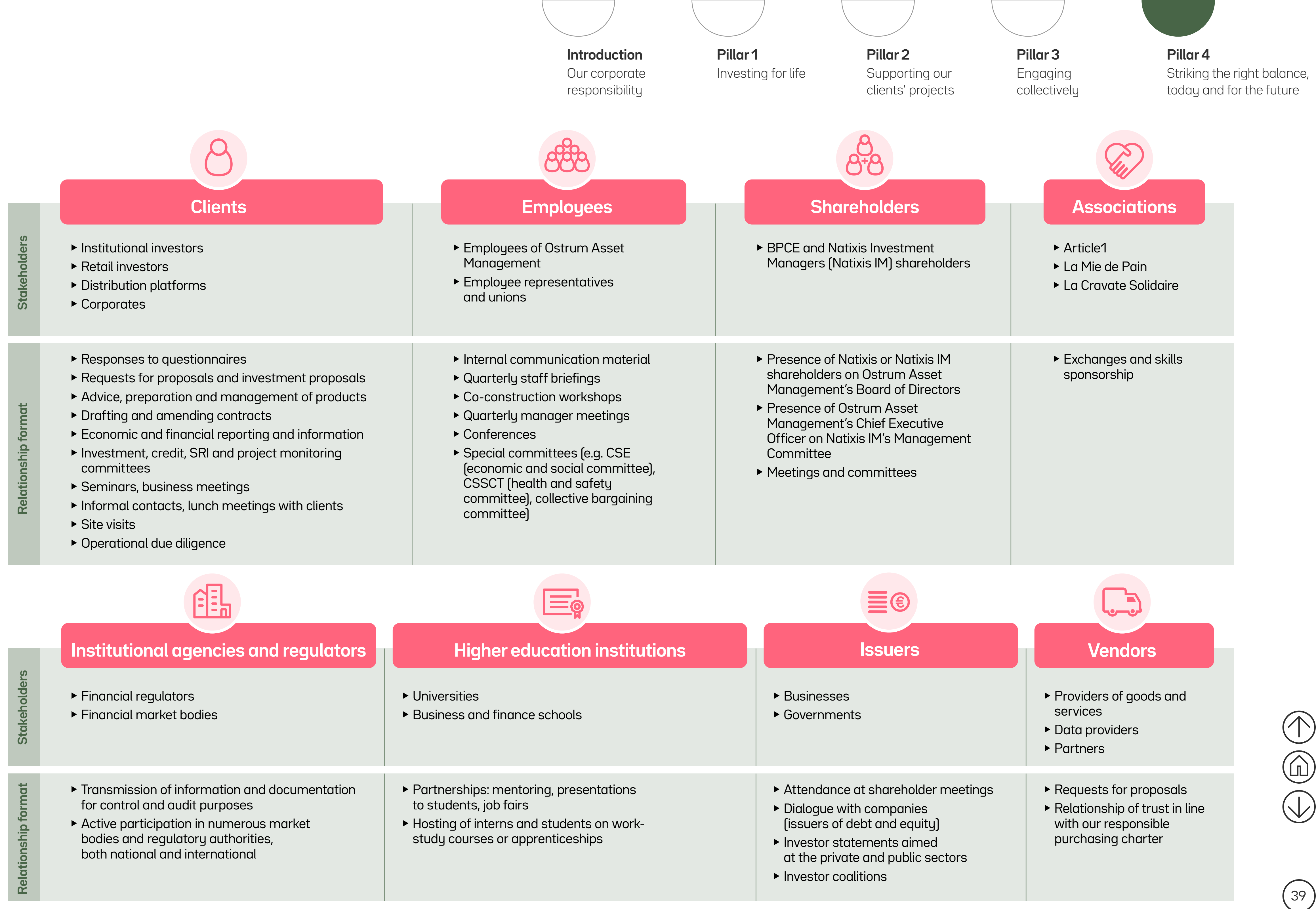
Gaëlle Théaud-Gautheron
Chief Operating
and Transformation Officer (CHRO)

43%
of Executive
Committee members
are women¹

¹. Source: Ostrum AM at 31/12/2025, members present at 31/12/2025 within the meaning of the Rixain law.

Engaging in dialogue with our stakeholders

Maintaining regular and transparent dialogue with our stakeholders is essential to understanding their expectations, informing our vision and continuously enhancing our practices. This dialogue allows us to build appropriate responses and long-lasting relationships of trust.



Upholding high standards of professional ethics

Our code of conduct¹ sets out the principles and best practices that guide our actions every day. It applies not only to all our employees, but also to our suppliers and partners, to ensure they uphold the highest standards of professional ethics.

1. Drawn up by Natixis in 2017.

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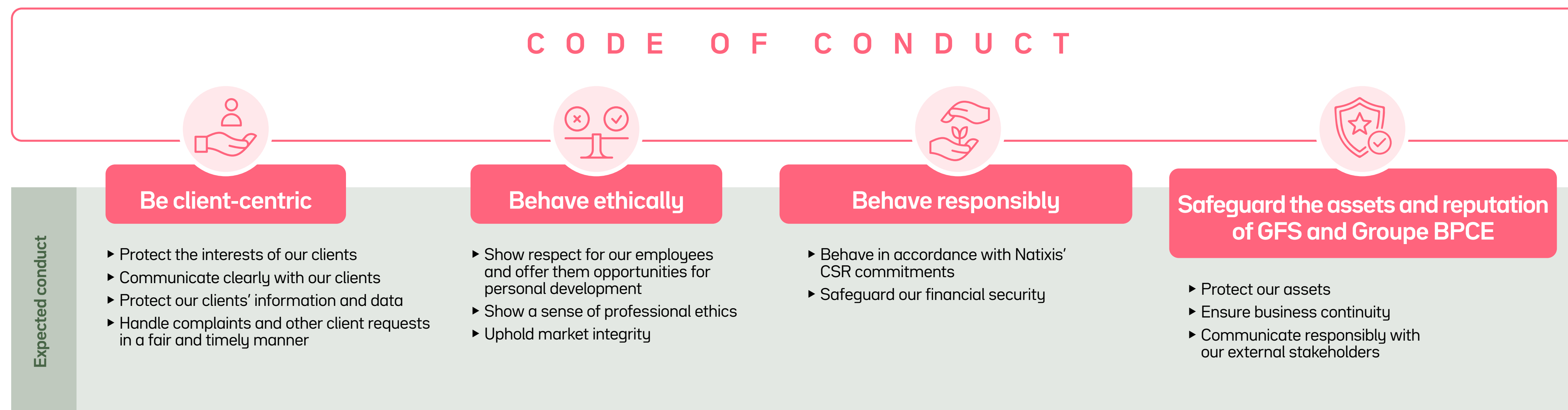
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C O D E O F C O N D U C T



Safeguarding cybersecurity and protecting data

Exemplary cybersecurity practices are vital to protect our information systems and our data. Our teams play an essential role in this, namely through the adoption of best IT and digital security practices.

To protect our information systems and our data, our information systems security teams continuously identify and assess digital technology risks.

They also ensure that our risk management system is effective and support our employees in adopting best practices. Regular awareness initiatives are organised, focusing in particular on cyber risks and phishing, through dedicated training courses and campaigns.

In 2025, European Data Protection Day provided an opportunity to focus on the use of generative AI. The aim was to remind everyone about best practice in this area to help them protect their data.



Aurélie Assegond
Chief Information Security Officer
(Information Systems, Business Continuity
and Data Protection)

**Cybersecurity
relies as much
on technical measures
as on the behaviour
of each individual.**

By raising employee awareness and strengthening their ability to respond to risks, we make data protection a shared responsibility every day. 💡



Supporting the transformation of the financial sector

As a committed player in the finance industry, we are actively helping to drive change in asset management practices towards greater responsibility. By taking part in market initiatives and incorporating CSR objectives into our compensation policy, we aim to foster more responsible and sustainable practices.

Aligning compensation with our CSR objectives

We see the integration of CSR criteria into our compensation policy as a concrete way to permanently root these priorities in our performance.

As a result, on average 15% of the variable compensation awarded to Executive Committee members is directly based on the achievement of objectives set out in our CSR policy. Within our investment management teams, the variable compensation of our credit and sustainability research teams is also linked to the

integration of ESG criteria and the implementation of our responsible management strategy. Specific criteria are also incorporated into the assessment of investment managers and analysts, depending on their area of responsibility. Lastly, our profit-sharing agreement includes a CSR provision: every year, at least 30% of our employees must complete a dedicated training course or take part in a solidarity initiative. In 2025, 56.3% of our employees had achieved this target.

15%

of Executive Committee
members' compensation
is indexed to CSR
objectives¹

100%

of managers and analysts
are assessed against
objectives incorporating
ESG criteria¹

56.3%

employees took part
in CSR training or solidarity
initiatives in 2025¹

12

market initiatives
to which we
actively contribute¹

¹ Source: Ostrum Asset Management at 31/12/2025.



Building the framework for sustainable finance

Recognising that the transformation of the industry can only be achieved through collective efforts, we actively contribute to working groups aimed at building a framework for sustainable finance.



Committees/Working groups¹

- ▶ Responsible Investment Plenary
- ▶ Responsible Investment Commission
- ▶ Working group: Bringing transition plans into operation
- ▶ SFDR Working Group



Committees/Working groups¹

- ▶ Dialogue & Engagement Committee
- ▶ Working group: Social and Taxonomy Metrics



Committees/Working groups¹

- ▶ Working group set up to review the ICMA guidelines on transition bonds, an asset class designed to (re)finance projects critical to the achievement of the objectives of the Paris Agreement, particularly those of issuers belonging to carbon-intensive sectors.
- ▶ Working group on impact reporting on social projects financed by funds raised via social bonds or sustainability bonds.
- ▶ Working group on the comparison of regional official standards, including the EU Green Bond Standard, with the ICMA's Green Bond Principles.



Audrey Hyvernât
ESG Strategist

We aim to actively contribute to the transformation of the sector.

As part of this, we actively participate in responsible investment market initiatives and take part in numerous events covering key sustainable finance issues, as well as more specific themes such as the EU Taxonomy or biodiversity. ”



¹ Source: Ostrum Asset Management at 31/12/2025.



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Actively engaging in financial market initiatives

We also engage actively with market regulators in France, Europe and worldwide.
In 2025, Ostrum Asset Management was a signatory to or a member of many initiatives.



The Association Française de la Gestion Financière represents the interests of French asset management industry professionals. It promotes responsible investing through a Committee, of which we are a member.
<https://www.afg.asso.fr/>



The CDP (Carbon Disclosure Project) encourages investors, companies and cities to reduce their environmental impact. We have been a direct signatory since 2018 and have responded to the CDP survey since 2010 through Natixis.
<https://www.cdp.net/en>



This initiative seeks to drive change among the 100 largest greenhouse gas-emitting companies. More than 600 global investors have joined the initiative so far.
<https://www.climateaction100.org/>



This network of investors raises awareness of ESG risks and opportunities in the global food sector. With more than 400 investors and some \$95 trillion in assets, it encourages the development of a sustainable food system.
<https://www.fairr.org/>



Founded by fund managers, experts, consultants, trade unions, academics and citizens, and later joined by investors, the French Sustainable Investment Forum (FIR) promotes socially responsible investment. We have been a direct participant in this initiative since 2019.
<https://www.frenchsif.org/isr-esg/>



ICMA promotes the resilience and efficient functioning of international debt markets and focuses on the regulations and market practices that influence their operation worldwide.
<https://www.icmagroup.org/>



The Green Bond Principles (GBP) and the Social Bond Principles (SBP) are an initiative of the International Capital Market Association (ICMA) whose aim is to establish recommendations on transparency and disclosure and promote integrity in the development of the green and social bonds market.
<https://www.icmagroup.org/>



This European investor network for climate change has more than 400 members in 27 countries, with more than €65 trillion in assets under management. We are an active member of the IIGCC and contribute to various programmes.
<https://www.iigcc.org/>



United Nations
Global Compact

The UN Global Compact encourages companies to adopt responsible practices in the areas of human rights, labour standards, the environment and anti-corruption measures, contributing to the achievement of the SDGs. It has 25,000 members in 167 countries. We are a member through Natixis, which is a signatory.
<https://www.unglobalcompact.org/>



We have been a signatory to the six United Nations Principles for Responsible Investment since 2008. We complete an annual questionnaire on our practices, publish a progress report and participate in collaborative engagement initiatives.
<https://www.unpri.org/>



The Task force on Climate-related Financial Disclosures is a working group. We have been publishing a TCFD report since 2020, outlining how climate risks are integrated into our overall strategy.
<https://www.fsb-tcfd.org/>





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Managing our environmental impact

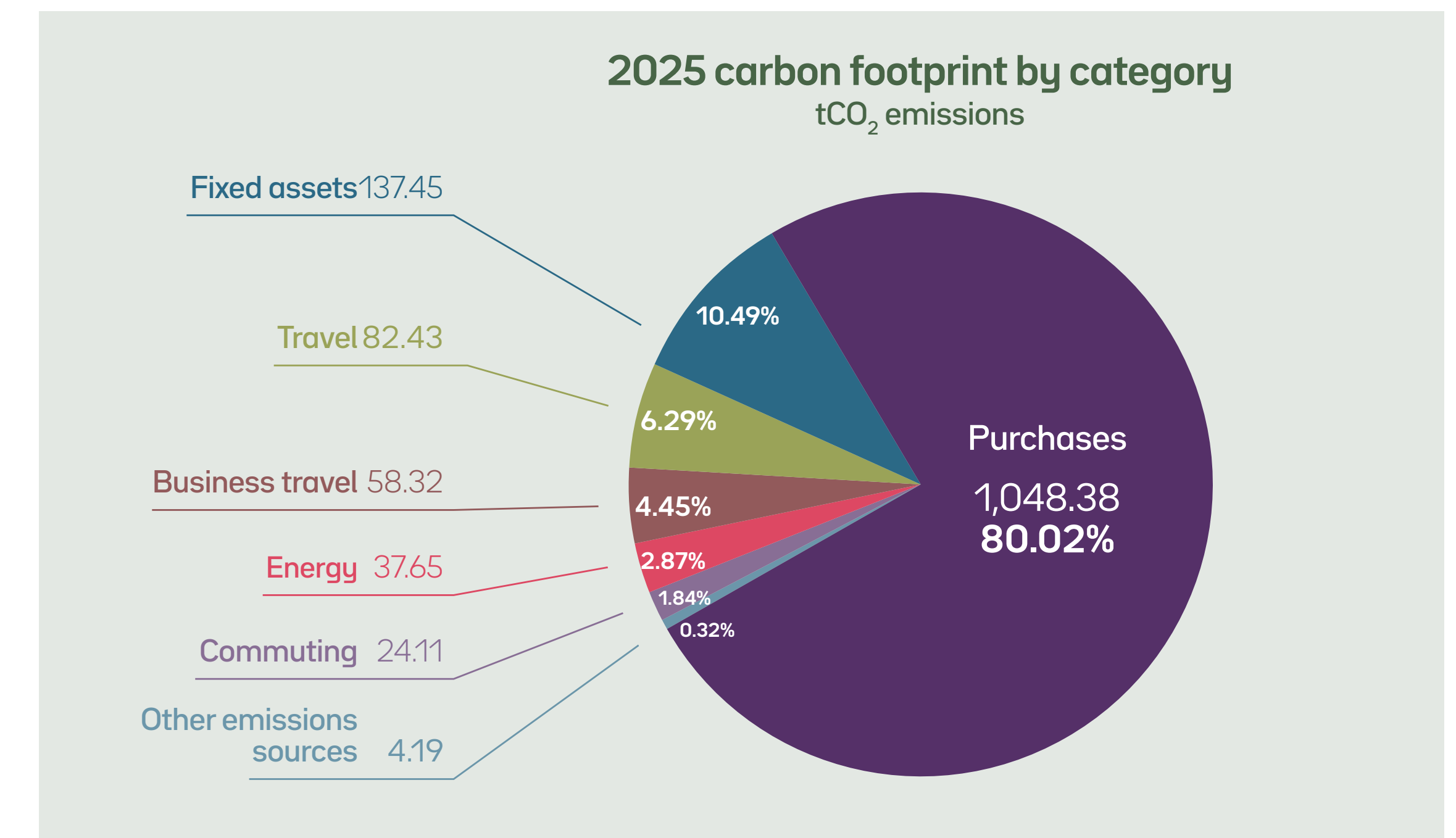
Driven by our desire to make a positive contribution to our environment and, more broadly, to society, we work every day to build a more sustainable model. This translates into concrete actions aimed at reducing our carbon footprint, optimising the use of our resources and recovering our waste.

Measuring our carbon footprint

In addition to the actions carried out as part of our activities, we are also taking action to reduce the carbon footprint related to our operations. This approach, which aims to control our direct environmental impact, involves three interlocking focuses: measuring, reducing and offsetting.

A constantly shrinking carbon footprint

2025 confirmed the steady reduction since 2019 in our carbon footprint from energy and transport emissions, with a 79%¹ reduction in our energy consumption and a 77%¹ reduction in travel-related emissions, both business travel and commuting.



1,310 t
carbon footprint
[CO₂ equivalent]¹

-79%
reduction in energy
consumption²

-77%
reduction in travel-
related emissions¹

1. Source: Ostrum Asset Management at 31/12/2025. 2. Measured against 2019, chosen as the pre-Covid base year. Source: Ostrum Asset Management at 31/12/2025.

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Reducing our carbon emissions

To reduce our carbon footprint, we need all our employees to work together towards common goals. This ambition is reflected in concrete actions designed to reduce our energy consumption, encourage more fuel-efficient practices and integrate environmental responsibility into our operations over the long term.

Employee awareness training

Throughout the year, we embark on initiatives to help our teams take more ownership of environmental issues. Climate Fresk workshops, "2tonnes" workshops, bicycle repair workshops and Digital Clean Up Days: a range of complementary initiatives that encourage more responsible practices on a daily basis, particularly in terms of mobility and digital technology.

A responsible events and communications charter

To structure our approach, we have defined clear frameworks for action. Our responsible events and communications charter sets out principles and best practices for reducing the environmental footprint of our events and deploying communication aligned with our CSR principles.

A sustainable mobility charter

Rolled out in 2025, this charter further strengthens the Group's travel policy. In particular, it governs business

travel by permitting air travel only where a one-way rail journey exceeds 4 hours, or where the same-day return trip would require each rail journey to exceed 3 hours. It also limits intercontinental travel to two trips a year.

At the same time, we encourage our employees to adopt low-impact modes of transport for their commutes by partially subsidising public transport and bike-sharing subscriptions, and by providing bicycle parking facilities. Groupe BPCE complements these measures with a sustainable mobility allowance.

Prevention of environmental risks

Lastly, we take care to integrate environmental issues into the management of our sites. We apply Groupe BPCE's regulatory and environmental charter, which sets the standards for fit-out and renovation projects in accordance with environmental certification requirements. In addition, the teams responsible for the management, operation and technical maintenance of our buildings receive training on environmental and pollution-related issues.

Groupe BPCE's real estate services are certified:



Our building is certified¹:



effinergie BREEAM®



2 QUESTIONS FOR

Joëlle Gouraud
CSR Officer

What actions are you taking to reduce your energy consumption?

Groupe BPCE has developed an Energy Sufficiency Plan designed to reduce energy consumption while promoting more responsible energy use. It is based on three key measures: limiting indoor temperatures to 19° in winter and 26° in summer, raising employee awareness about eco-friendly habits and closing certain buildings during school holidays. We have also expanded the use of motion- and daylight-controlled lighting systems and equipped our building with light-emitting diodes (LED lighting).

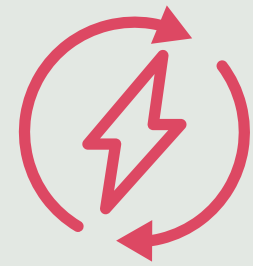
What about your computer hardware?

We have been taking action for several years now to optimise our hardware, notably by reducing our IT hardware and optimising its efficiency, by extending its lifespan and rolling out multifunction printers. 🗨️

1. HQE: High Environmental Quality, HPE Effinergie +: High Energy Performance, BREEAM: Building Research Establishment Environmental Assessment Method.



RECOVERING THE ENERGY PRODUCED BY OUR DATA CENTRES¹



Our Vega 3,000 m³-capacity data centre hosts some of the Group's IT infrastructure.

The heat generated by this equipment is recovered and reused to power other installations, thereby limiting energy loss. In addition, our Sirius and Vega data centres are signatories to the European Data Centres Code of Conduct.

This European Commission code was established to improve the energy efficiency of such infrastructures.

Advancing the net-zero transition

Alongside our emissions reduction efforts, we take action to offset our residual emissions in order to achieve carbon neutrality. With this in mind, we prioritise energy sufficiency measures, while supporting eco-projects with a positive impact.

Offsetting our emissions

Since 2016, we have been offsetting 100% of our direct carbon emissions every year in partnership with Schneider Electric. In particular, we support the Canarumwe Clean Cookstoves project in Rwanda, which involves distributing locally-produced cooking ovens to the population. These ovens significantly lower wood consumption and limit exposure to fumes from combustion, while improving users' living conditions. This project therefore helps to avoid the emission of 1,310 tonnes of carbon equivalent per year. By prioritising initiatives based on emissions avoidance, we are opting for compensation with a concrete, measurable and immediate impact on the environment.

100%
of our direct carbon emissions are offset²
with the Canarumwe Clean Cookstoves project



1. Source: Ostrum Asset Management at 31/12/2025.



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Optimising resources and waste recovery

Managing our environmental impact also means managing our resources more responsibly on a daily basis. We have embarked on a number of initiatives to support our employees in their efforts to adopt more responsible practices. Sorting and recycling our waste is also one of our priorities.

A policy of zero single-use items

Since 2020, we have been pursuing a policy of eliminating the use of single-use items. This involves providing mugs, glasses and bottles to all our teams, as well as gradually removing plastic bottles from our water dispensers. In 2023, we achieved a new milestone with the complete removal of single-use containers from our cafeterias, reaffirming our commitment to more sustainable consumption practices.

Recycling our waste

We have introduced widespread sorting and recycling schemes at all our sites to better manage the waste they produce:

- ▶ sorting and recycling paper in our offices,
- ▶ collecting and recycling pens, cups, cans and plastic bottles,
- ▶ recovering and processing used batteries and ink cartridges,
- ▶ managing waste electrical and electronic equipment (WEEE).

We have also teamed up with an organisation called Cy-clope to set up a system for collecting and recycling cigarette butts at our building. In 2025, 45,200 cigarette butts were collected and recovered, making it possible to conserve the equivalent of 22,600 m³ of water¹.

A policy of
zero
single-use
items

45,200
cigarette butts collected
and recovered in 2025
equating to 22,600 m³ of water conserved ¹

1. Source: Cy-clope at 31 December 2025.

ENCOURAGING MORE RESPONSIBLE PURCHASING



We also apply Groupe BPCE's responsible purchasing policy, which aims to select products and services with a lower environmental impact and high labour standards.

The Group is also a signatory to the "Supplier relations and responsible purchasing" charter.

Included in our requests for proposals, it requires our partners and suppliers to comply with principles aligned with the United Nations Global Compact, particularly with regard to human rights, working conditions, environmental protection and anti-corruption measures.





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Expanding our philanthropic initiatives and supporting civil society

In keeping with our social policy, we regard corporate philanthropy as a driver for collective action and a fully-fledged company initiative. We offer each of our employees the opportunity to get actively involved, through solidarity initiatives supporting the charities and organisations we work with.

Supporting equal opportunities for young people

Since 2023, we have been supporting an organisation called **Article 1** by offering our employees the opportunity to take part in mentoring initiatives with young people aged 15 to 25 from disadvantaged backgrounds. Each year, we also welcome students in their first year of high school from disadvantaged urban areas for work experience placements, notably in partnership with **Association Française de Gestion** (AFG).

Collectively engaging in solidarity collections

In 2025, we further strengthened our commitment by supporting two new charities in their collection drives and

field initiatives. Some of our employees collected personal hygiene products for people in need in partnership with a charity called **La Mie de Pain**, and also participated in meal distributions at the charity's shelter. They also collected professional clothing for **La Cravate Solidaire**, a charity that works to combat recruitment discrimination for people trying to re-enter the workforce. A total of 200 kg of clothing was collected.

A charitable giving programme

Lastly, the Group's salary rounding-up scheme enables our employees to support nine charities selected by their co-workers. These donations are fully matched by Natixis.



Luc Fasan
Internal Controller

Engaging in solidarity actions gives meaning to our daily work.

As an employee, being able to make a tangible contribution to this type of initiative strengthens our sense of purpose and fully embodies our collective commitments. ”

200 kg
of clothing collected in 2025
for the La Cravate Solidaire charity¹

15
employees distributed meals
with La Mie de Pain²

1. Source: La Cravate Solidaire. 2. Source: Ostrum Asset Management at 31/12/2025.



Acknowledgements

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Photo credits

Employee portraits and photographs illustrating Pillar 3: Antoine Meyssonnier – www.antoinemeyssonnier.com. Other illustrative visuals: Getty Images, iStock, Magnific and Shutterstock.

Design and production

La mécanique du sens

Additional notes

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Ostrum Asset Management

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