

JUNE 2024

GROUP CSR ROADMAP

—
OUR 5 PILLARS

LBPAM 



THE 5 CSR PILLARS OF THE GROUP:

PILLAR 1

Promote responsible investment

PILLAR 2

Act as a responsible employer

PILLAR 3

Reduce our environmental footprint

(Scopes 1 / 2 / 3)

PILLAR 4

Act as a committed corporate citizen

PILLAR 5

Have responsible governance

EDITORIAL

2024 is the year of consolidation for the CSR policies of LBP AM and La Financière de l'Échiquier (LFDE). As part of an effort to be consistent and set an example, we have developed a unified new CSR strategy for the Group with ambitious commitment and concrete indicators.

The new roadmap is a way of bringing under the CSR banner a set of actions, projects and ambitions that are driven by all of the Group's departments. It will be deployed within LBP AM and LFDE, depending on the specificities of each company.

This Group roadmap aspires to meet several challenges and objectives: align and enrich our SRI policies, consolidate our actions for the planet and our stakeholders and strengthen our philanthropic actions with the LBP AM Group Foundation.

This growth in power is accompanied by the creation of a CSR committee within the LBP AM Group. It is tasked with defining the strategic orientations of our CSR policy and validating the CSR roadmap for the entire Group.

It is a new stage that will be framed by the European Corporate Sustainability Reporting Directive (CSRD) which will lead us to bolster our actions in terms of non-financial reporting and transparency towards our stakeholders. It marks the beginning of a new chapter for our Group, with new commitments and a strong CSR ambition.



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& CSR Director,
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Carolina Viguet,
CSR Director,
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PILLAR 1 Promote responsible investment

AMBITIONS	GROUP KPI 2024
Define a climate policy in line with the goals of the Paris Agreement	<ul style="list-style-type: none">◆ Development of the transition plan for the LBP AM Group.◆ Publication of a new climate policy at the LBP AM Group level.◆ Ongoing enhancement of sectoral policies.◆ Application of Net zero goals to the products.
Protect the financial, natural and human capital through robust and systematic management processes	<ul style="list-style-type: none">◆ Development of biodiversity targets for listed assets.◆ Deployment of the Group's engagement platform.
Advise and support our proactive clients with new products with a strong sustainable conviction	<ul style="list-style-type: none">◆ Analysis and deployment of sustainable solutions tailored to our clients' needs.◆ Maintaining innovation around the transition and Net Zero strategies.
Deploy an active educational approach to advise and support our stakeholders in their commitments to sustainable finance	<ul style="list-style-type: none">◆ At least 300 new people trained at the School of Socially Responsible Investment (SRI).◆ At least 4 climate and/or biodiversity training courses offered to our clients and partners.

PILLAR 2 ♦ Act as a responsible employer

AMBITIONS	GOALS BY 2025	GROUP KPI 2024
Maintain a good quality of life at work	<ul style="list-style-type: none"> ♦ Highlight the actions taken by the LBP AM Group for its employees and their quality of life at work ♦ Maintain a good environment and good working conditions 	<ul style="list-style-type: none"> ♦ As part of the new Group and the merger of TFSA and LFDE, definition of a strategy and communication vectors, in particular: <ul style="list-style-type: none"> – Implementation of initiatives to help integrate TFSA teams in LFDE. – Welcome programmes to help new employees integrate. – Organisation of events to raise awareness of the Group and develop a sense of belonging.
Ensure employability and career development for employees	<ul style="list-style-type: none"> ♦ Devise a skills development plan adapted to changes in lines of business and the working environment, in particular on SRI/CSR issues 	<ul style="list-style-type: none"> ♦ 2 to 3 “IMPACT meetings” organised during the year. ♦ 100% of employees undergo training at least once a year: Climate and/or biodiversity, AMF certification, professional certification relating to sustainable finance for the management and sales departments.
Promote diversity, equity and inclusion	<ul style="list-style-type: none"> ♦ Continue actions to promote gender equality in recruitment and career development <hr/> <ul style="list-style-type: none"> ♦ Strengthen our DEI policy 	<ul style="list-style-type: none"> ♦ Group professional equality index at least equivalent to the previous year. <hr/> <ul style="list-style-type: none"> ♦ Promotion of initiatives for disability support. ♦ Organisation of at least one Group-wide awareness raising action on inclusion and disability. ♦ Preparation of a DEI charter.

PILLAR 3 ♦ Reduce our environmental footprint Scopes 1 / 2 / 3

AMBITIONS	GOALS BY 2025	GROUP KPI 2024
Measure the environmental impact of our activities and define an action plan to reduce it	<ul style="list-style-type: none"> ♦ Carry out annual carbon audits for LBP AM and LFDE ♦ Define an action plan to reduce the carbon footprint of the LBP AM Group in 2025 (Scopes 1, 2 and 3) 	<ul style="list-style-type: none"> ♦ Publication of the carbon assessment of LBP AM and LFDE with the same measurement tool. ♦ Identification of possible ways to reduce impacts for the Group.
Define and deploy a responsible procurement policy	<ul style="list-style-type: none"> ♦ Integrate CSR criteria in the assessment and management of suppliers (Scope 3) ♦ Define a waste management and eco-gesture awareness raising policy (Scope 3) 	<ul style="list-style-type: none"> ♦ Deployment of a responsible procurement policy: Integration of LBP AM in the La Poste Hub and consideration of extending the responsible procurement policy to LFDE. ♦ Reinforcement of waste management at Group level with new partnerships and/or joint initiatives.
Limit the environmental footprint of digital activities	<ul style="list-style-type: none"> ♦ Develop a sustainable information system (collection, storage and dissemination of information) (Scope 3) 	<ul style="list-style-type: none"> ♦ Assessment of the environmental footprint of our data centres and formalisation of steps to reduce the Group's digital footprint. ♦ Implementation of corrective measures to reduce our digital footprint.
Encourage our employees to know and limit their environmental impact	<ul style="list-style-type: none"> ♦ Raise awareness among employees about eco-gestures (digital, waste management, recycling, etc.) ♦ Engage employees in environmental and biodiversity initiatives ♦ Deploy a soft mobility plan (Scope 3) 	<ul style="list-style-type: none"> ♦ Organisation of "Digital Eco-Gesture Weeks - LBP AM Group" ♦ Launch of the Biodiversity Club. ♦ Promotion of soft mobility support measures for employees. ♦ Gradual replacement of the vehicle fleet with hybrid or electric vehicles: <ul style="list-style-type: none"> — 78% of electric or hybrid cars for LBP AM — Diagnosis of the LFDE fleet.

PILLAR 4 ♦ Act as a committed corporate citizen

AMBITIONS	GOALS BY 2025	GROUP KPI 2024
Strengthen the financial partnership of our product range	<ul style="list-style-type: none"> ♦ Define a structured approach for all the Group's solidarity and sharing funds 	<ul style="list-style-type: none"> ♦ Development of the range of sharing funds (choice of associations financed, launch of new funds). ♦ Reflection on the structuring/rationalisation of the LBP AM Group's solidarity funds.
Work in favour of education, integration and health via the LBP AM Group Foundation	<ul style="list-style-type: none"> ♦ Position the LBP AM Group Foundation as a benchmark player in its areas of action ♦ Advise and support the "Maisons des Jeunes Talents" [Centres for Talented Youth] in their development. ♦ Highlight the actions of the LBP AM Group Foundation in line with the strategy of the LBP AM Group 	<ul style="list-style-type: none"> ♦ Participation in at least 10 events to do with the Foundation's themes. ♦ Increase in the relevance rate of applications. ♦ Perpetuation of the work of the Maisons des Jeunes Talents (MDJT) in Lyon. ♦ Identification of a new founding partner for the MDJT. ♦ New communication plan deployed on the actions of the Foundation and the MDJT. ♦ Reflection on fund-raising initiatives for the Foundation and/or the MDJT.
Raise awareness among and mobilise employees for solidarity actions	<ul style="list-style-type: none"> ♦ Encourage employee engagement ♦ Develop skills-based sponsorship in the LBP AM Group 	<ul style="list-style-type: none"> ♦ 15% of the Group's employees engage in solidarity activities during the year. ♦ Targeted communication for employees on the various ways of getting involved to support the Foundation. ♦ LBP AM: Implementation of one day of skills-based sponsorship per year and per person. ♦ LFDE: Communication on the existing skills-based sponsorship programme.
Support companies and projects that contribute to local development	<ul style="list-style-type: none"> ♦ Bring our system together through ad hoc events to promote local stakeholders ♦ Support local innovation 	<ul style="list-style-type: none"> ♦ Organisation of at least one "France is back" Roadshow. ♦ Organisation of the 3rd edition of the LBP AM' Group's Innovation Trophies with a broader dimension at client level.

PILLAR 5 ♦ Have responsible governance

AMBITIONS	GOALS BY 2025	GROUP KPI 2024
Commit to a continuous improvement process with full transparency	<ul style="list-style-type: none"> ♦ Implement effective governance in line with the LBP AM Group's commitments while respecting the specific characteristics of each management firm ♦ Align with European impact measurement and CSR reporting requirements ♦ Promote our company's excellence 	<ul style="list-style-type: none"> ♦ Analysis of the governance structures of LBP AM / LFDE and how to work together, particularly in terms of SRI and CSR, and implementation of appropriate changes. ♦ Contribution to non-financial reporting of LBP, La Poste and the CDC within the framework of the CSRD. ♦ Publication of the LBP AM Group's CSR / Integrated reports. ♦ Reflection on the integration of a "purpose" in the articles of association for LBP AM and LFDE. ♦ Analysis of the possibility of conducting an ESG diagnosis of LBP AM and LFDE in the spirit of the GREaT methodology.
Play a leading role for sustainable finance on the money market	<ul style="list-style-type: none"> ♦ Implement and promote advocacy actions for SRI and CSR 	<ul style="list-style-type: none"> ♦ Adherence to and promotion of our advocacy actions. ♦ Participation in the C3D.



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