caceis
INVESTOR SERVICES

OUR SUSTAINABLE JOURNEY

CSR-ESG REPORT
2025

EDITORIAL

Dear clients, partners, and colleagues,

I am delighted to present CACEIS' CSR-ESG report for 2025 and to bring you along on "Our Sustainable Journey".

Our journey in 2025 was a significant step: at a time when there was hesitation and debate around the on-going role of ESG in financial markets, we chose to stay the course. We are firmly committed to promoting a more sustainable economy and we recognise our group's duty to champion environmentally and socially responsible practices, while pursuing our own growth targets.

Throughout the year, CACEIS delivered great many achievements in terms of ESG-related activities, and this report is designed to highlight those initiatives, processes and successful outcomes.

However, our journey is still ongoing, and despite significant progress, many challenges remain to be tackled as we look ahead. Central to our continued progress is the full commitment of our staff spread across the 17 countries that make up our group's international network, and who are bound together by our shared "One CACEIS" culture.

Incorporating sustainability into the foundations of our organisation is central to our group's values and a stated strategic ambition. There remains a long road ahead of us and every positive initiative brings us one step closer to our goal.

We share the mission statement of our shareholder, Crédit Agricole S.A., "Working every day in the interests of our clients and society", - and I am convinced that by working together, each of us can make a meaningful difference.

Jean-Pierre MICHALOWSKI
CEO of CACEIS Group

METHODOLOGY

DEFINED TERMS

The terms "CACEIS", "the company", "the Group", "we" and "our" refer to CACEIS S.A. and its consolidated subsidiaries and branches, as listed in the Scope section below. "CACEIS Group" is used interchangeably with "CACEIS" throughout this report.

The term "Crédit Agricole Group" refers to the consolidation scope comprising the Regional Banks, the Local Banks, Crédit Agricole S.A. and their subsidiaries. The term "Crédit Agricole S.A." is the listed entity, the parent company for all the Group's business line subsidiaries, and the corporate center of Crédit Agricole Group.

OBJECTIVES AND CONTEXT

This report serves multiple purposes, specifically:

- Building transparency and trust with CACEIS' stakeholders by demonstrating its commitments and contributions to a more responsible and sustainable approach;
- Meeting clients' expectations by showing accountability;
- Serving as a tool for continuous improvement, engaging various stakeholders within the company.

REPORTING PERIOD

The reporting period covered in this report from 1st January to 31st December 2025. This period has been selected to ensure alignment with both the Sustainability Report released by Crédit Agricole Group and CACEIS' financial statements.

METHODOLOGY

MONITORING

This report is intended to be updated annually.

STANDARD

The report is based on the basic and the comprehensive modules of the Voluntary Reporting Standard for SMEs (VSME) technical project drafted by the European Financial Reporting Advisory Group (EFRAG) in December 2024 and as adopted by the European Commission in its recommendation on 30th July 2025, for guidance purposes.

SCOPE

The scope of the consolidated sustainability information is the same as that used for the consolidated financial statements. Joint ventures and associates directly or indirectly owned by the parent company are included on a case-by-case basis when the parent company exercises operational control.

Subsidiaries that are wholly controlled but not included in the scope of consolidation, because they are not material from a financial point of view, were the subject of an additional analysis in terms of their impact materiality in order to decide whether they should be included in the consolidated voluntary sustainability report. When addressing the different data points of the VSME, perimeters vary. Here are the three different perimeters of the report for which data is included in this report:

ENTITY	P1	P2	P3
Banco S3 CACEIS México S.A: Institución de Banca Multiple	🔴	🟢	🔴
CACEIS (Canada) Asset Servicing Limited	🔴	🔴	🟢
CACEIS (Switzerland) SA	🟢	🟢	🟢
CACEIS Bank	🟢	🟢	🟢
CACEIS Bank Spain, S.A.U	🟢	🟢	🟢
CACEIS Bank, Belgium Branch	🟢	🟢	🟢
CACEIS Bank, Germany Branch	🟢	🟢	🟢
CACEIS Bank, Ireland Branch	🟢	🟢	🟢
CACEIS Bank, Italy Branch	🟢	🟢	🟢
CACEIS Bank, Luxembourg Branch	🟢	🟢	🟢
CACEIS Bank, Netherlands Branch	🟢	🟢	🟢
CACEIS Bank, New-York Representative Office	🔴	🟢	🟢
CACEIS Bank, Switzerland Branch	🟢	🟢	🟢
CACEIS Bank, UK Branch	🟢	🟢	🟢
CACEIS Bank, Zurich Branch	🟢	🟢	🟢
CACEIS Fund Administration	🟢	🟢	🟢
CACEIS Fund Administration Jersey (CI) Limited	🟢	🟢	🟢
CACEIS Fund Administration, Sucursal en España	🟢	🟢	🟢
CACEIS Fund Services Spain, S.A.U	🟢	🟢	🟢
CACEIS Ireland Limited	🟢	🟢	🟢
CACEIS Malaysia Sdn. Bhd.	🟢	🟢	🟢
CACEIS S.A.	🟢	🟢	🟢
CACEIS UK Trustee and Depositary Services Ltd	🟢	🟢	🟢
S3 CACEIS Brasil Distribuidora de Titulos e Valores Mobiliàrios S.A.	🔴	🟢	🔴
S3 CACEIS Colombia S.A. Sociedad Fiduciaria	🔴	🟢	🔴

P1 relates to the KPIs collected with regards to the social section (part IV – Being a responsible & committed employer).

P2 relates to the KPIs collected with regards to the environmental section (part III – Keep acting for environmental transition).

P3 relates to the KPIs collected with regards to the governance section (part V – Supporting our clients with confidence & security).

CERTIFICATIONS, LABELS,RATINGS

ISO CERTIFICATIONS

ISO 27001

CACEIS received in April 2025 the certification ISO 27001, covering the entirety of its business activities - a first within the Crédit Agricole Group. ISO 27001 is the international standard for information security management. It provides a comprehensive framework to manage risks, protect sensitive data, and ensure the confidentiality, integrity, and availability of information. This certification reflects CACEIS' commitment to embedding security at the core of our operations and meeting the highest international standards.

ISO 9001/2015

This certification is valid for 3 years and is subject to annual follow-up audits that verify compliance with requirements and continuous improvement of processes. It is effective in several countries. Renewal audits were successfully completed in France (2025), Belgium (2024), and Luxembourg (2024).

ISO 37001

As a subsidiary of the Crédit Agricole Group and based on its anti-corruption management system, CACEIS benefits from the ISO 37001 - Anti-corruption management systems certification.

SUPPLIER RELATIONS AND RESPONSIBLE PURCHASING LABEL

As a subsidiary of the Crédit Agricole Group, CACEIS benefits from the Supplier Relations and Responsible Purchasing Label (since 2014) with a performance level assessed as "conclusive" in relation to the ISO 20400 standard.

ESR

The INDR (National Institute for Sustainable Development and Corporate Social Responsibility) has renewed CACEIS' ESR (Responsible Business) label in Luxembourg for the 04th time in 2023 for three years.

HAPPY TRAINEES

The Happy Trainees Label is a French label evaluating the quality of internships in a company based on the perception of their trainees. CACEIS in France received the Happy Trainees Label for the eighth consecutive year in 2025.

CHOOSEMYCOMPANY TRAINEES SCORE®

CERTIFICATIONS, LABELS, RATINGS

ISAE 3402 TYPE II

CACEIS is ISAE 3402 Type II certified for its entities in several countries, including France, Luxembourg, Germany, Belgium, Ireland, the Netherlands, Switzerland, Italy, Malaysia and the United Kingdom. This certification attests to the operational effectiveness of the controls in place for a 12-month rolling period reducing risks and providing reasonable assurance of proper functioning.

BUILDING LABELS

Several CACEIS entities hold labels regarding the construction or the management of their buildings. For more information, go to Page 32 [Our resource management - Our land resource].

GOLD | Top 5%
ecovadis
Sustainability Rating
DEC 2025

83/100

TOP 2%

OF COMPANIES ASSESSED BY ECOVADIS IN THE FINANCIAL SERVICES SECTOR

Since 2014, CACEIS has been evaluated by EcoVadis, a collaborative platform for the evaluation of CSR policies. At the end of 2025, CACEIS received an overall score of 83/100 and a Gold medal, ranking among the top 2% of companies in the financial sector.

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KEY ACHIEVEMENTS 2025

ECOVADIS SCORE

83/100 (GOLD)

CACEIS reached its highest score ever, confirming the continuous strengthening of its ESG performance (+3 percentage points versus 2024).

ARTICLE 9 FUNDS INITIATIVE

FEES

Since January 2025, CACEIS fees are waived for 12 months following the creation of new funds or sub-funds classified under Article 9 of the SFDR (or equivalent in other non-EU jurisdictions).

ESG INITIATIVE OF THE YEAR

SECURITIES LENDING AWARD

CACEIS received an award at the Securities Finance Times Awards in London, recognising its ESG securities lending framework.

BIODIVERSITY COMMITMENT

SIGNATURE

CACEIS in Luxembourg was the first bank to sign the Inspiring More Sustainability (IMS) Biodiversity Manifesto, thereby committing to defining a biodiversity strategy at Group level.

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GHG EMISSIONS REDUCTION

DECARBONISATION

CACEIS greenhouse gas (GHG) emissions decreased, notably driven by ongoing decarbonisation initiatives. This reduction can be explained by a lower total energy consumption, a lower volume of long-distance flights (scope 3.6) as well as reductions and changes in Emission Factors'. Overall, scope 1, 2 and 3.6 (business travels) reduced by 40% versus 2024.

CSR ACTIONS

AWARENESS

Around 40 CSR initiatives were deployed worldwide, including Climate Fresk workshops, awareness campaigns, and the launch of a monthly CSR-ESG newsletter.

The first Group-wide Digital Clean Up Week was held, encouraging employees to reduce their digital footprint.

CSR AMBASSADORS NETWORK

ENGAGEMENT

A global network of volunteer CSR-ESG ambassadors was launched across several entities, fostering employee engagement and promoting CSR-ESG initiatives throughout the Group.

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01

MESSAGE

MESSAGE

In the interest of transparency and to keep its stakeholders informed, CACEIS is publishing this CSR-ESG report to present the results achieved, our current position, and the road that lies ahead.

This report is divided into several parts, three of them are directly built on the commitments we have formalised in terms of social responsibility:

- Keep acting for environmental transition
- Being a responsible & committed employer
- Supporting our clients with confidence & security

The other two parts address responsible procurement and illustrate some of our actions towards the communities present in the territories where we operate.

We trust that this report will give you a clearer insight into our approach to social responsibility, as well as the key challenges we must embed in our business as a committed and responsible global asset servicing provider.

02

OUR COMPANY

02

OUR COMPANY

OUR BUSINESS MODEL

VALUES

We Care
We Dare
We Grow
We Are One CACEIS

ACTIVITY

Custody & Cash
Depository Services
Trading & Investment
Middle Office
Fund Administration
Fund Distribution

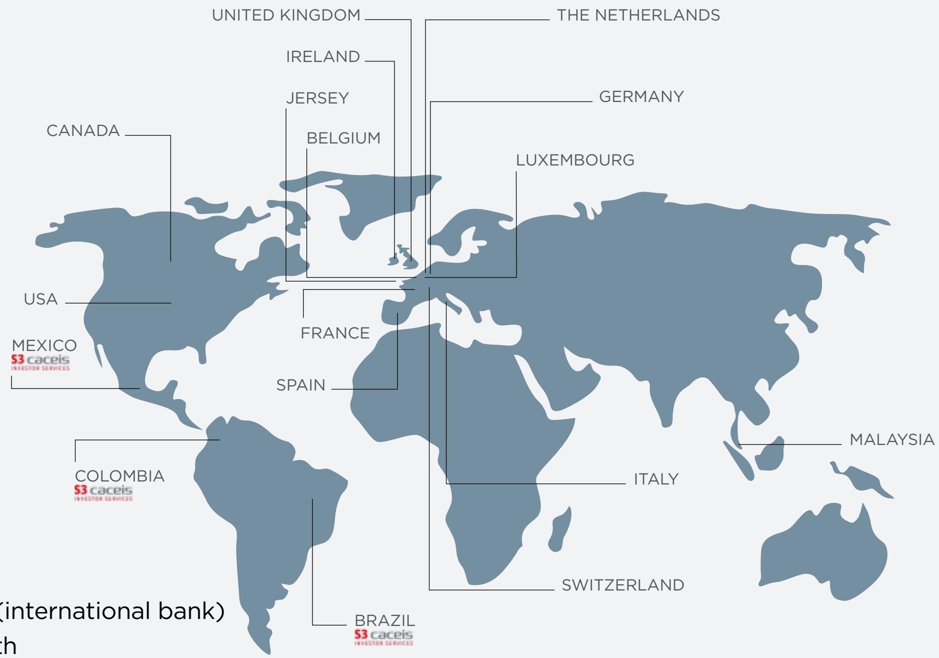
CLIENTS

Asset managers
Insurance companies
Private capital managers
Broker-dealers
Corporates
Pension funds

GLOBAL ASSET SERVICING PROVIDER

SOLID & INNOVATIVE

Working every day in the interests of our customers & society



MARKET

Follow-the-sun model (international bank)
European leader Growth

FINANCE

Data as of 31st December 2025

€2.1bn
NET BANKING INCOME

€489mn
NET PROFIT AFTER TAX

€3.7tn
ASSETS UNDER ADMINISTRATION

€660mn
GROSS OPERATING INCOME

€5.9tn
ASSETS UNDER CUSTODY

€2.9tn
ASSETS UNDER DEPOSITARY/TRUSTEE

OUR STAKEHOLDERS

INTERNAL STAKEHOLDERS

Our shareholder

Crédit Agricole S.A.

Our employees

Our social partners

Local Trade Unions

Social and Economic Committees

EXTERNAL STAKEHOLDERS

Our local communities

Our suppliers

Our partners

Our public authorities

Our auditors

Our clients

OUR MAIN STAKEHOLDER'S CSR STRATEGY

As part of its CSR policy, **CACEIS is committed to the CSR strategy of the Crédit Agricole Group**, a key enabler of major societal transitions. In 2019, the Crédit Agricole Group adopted its raison d'être **"working every day in the interest of our customers and society"**.

In order to meet societal challenges, the Crédit Agricole Group's objectives are set out in its project **"Ambitions 2025"**. It is divided into **three projects**:

The **Customers Project** defines Crédit Agricole Group's priorities to rank first in customer satisfaction by becoming the preferred bank of individuals, entrepreneurs and institutions.

The **Societal Project** translates into 3 priorities and 10 commitments its plan to support transitions, at the heart of which is the fight against climate change.

The Human-Centric project aims at making **employees more responsible** towards their clients. From a new managerial model, to an organisational transformation and a strengthened framework of confidence – which includes social dialogue and diversity & inclusion – the Human-Centric project enables the Crédit Agricole Group's employees to develop skills and be empowered.

In November 2025, Crédit Agricole S.A. revealed its new medium-term strategic plan, **ACT 2028**, with the ambition to strengthen its market position, to become a leader in Europe in transitions as well as in new technologies. The plan is structured around three pillars: **Acceleration, Transformation and Cohesion**.

Building on the achievements of its 2022-2025 medium-term plan (MTP), CACEIS has defined its own medium-term plan for 2025-2028, fully aligned with the Crédit Agricole Group's ACT 2028 and structured around the same three axes:

Acceleration - Expands CACEIS' European and Asian footprint, notably through new branches and develops high value-added products and services such as digital asset and fund-unit tokenization, fund services for Exchange-Traded Funds (ETFs) and pension funds, market solutions, and the PERES (Private Equity Real Estate Solutions) offer dedicated to alternative assets.

Transformation - Continues the rollout of the "Follow the Sun - Data, Anytime, Anywhere" operating model, extends the use of AI across all activities, and strengthens ESG commitments as a differentiating factor in the context of European sovereignty.

Cohesion - Deepens strategic links with other Crédit Agricole Group entities, particularly on digital assets, and fosters cross-functional collaboration to drive innovation, autonomy and client satisfaction.

For more than 20 years, Crédit Agricole S.A. has demonstrated its commitment to ESG issues through various initiatives. Crédit Agricole S.A. has signed, participated or co-founded multiple international commitments and frameworks:

SIGNATORIES

- Women's Empowerment Principles in 2022;
- Net-Zero Banking Alliance, Net-Zero Asset Owner Alliance, Net-Zero Asset Managers Initiative since 2021 and Net-Zero Insurance Alliance in 2022;
- Finance for Biodiversity Pledge since 2021;
- Principles for sustainable insurance since 2021;
- Tobacco Free Finance Pledge since 2020;
- Principles for responsible banking and collective commitment to climate action since 2019;
- Business for Inclusive Growth (B4IG) since 2019;
- Poseidon Principles since 2019;
- One Planet Sovereign Wealth Fund Asset Manager Initiative since 2019;
- Manifesto for the Inclusion of People with Disabilities in Economic Life since 2019;
- Science-Based Targets since 2016;
- RE100 since 2016;
- Charter for the energy efficiency of commercial buildings since 2013;
- Responsible Purchasing Charter since 2010;
- Corporate diversity Charter since 2008;
- Parenthood Charter since 2019, renewed in 2022;
- Principles for Responsible Investment since 2006;
- United Nations Global Compact since 2003.

PARTICIPANTS

- IIGCC (Institutional Investors Group on Climate Change) since 2003
- Taskforce on Nature-related Financial Disclosures (TNFD) since 2022;
- AIGCC (Asia Investor Group on Climate Change) since 2020;
- Climate Action 100+ since 2017;
- Task Force on Climate Financial Disclosures since 2017;
- Montreal Carbon Pledge since 2015;
- Paris Appeal on Climate Change since 2015;
- Call for carbon pricing at the initiative of the World Bank Group in 2014.

CO-FOUNDER MEMBER

- Finance for Tomorrow since 2017;
- IIRC (International Integrated Reporting Council) since 2016;
- Mainstreaming Climate Action Within Financial Institutions since 2015;
- Catalytic Finance Initiative since 2015;
- French Business Climate Pledge since 2015;
- BBCA association (low-carbon building design) since 2015;
- Green Bonds Principles since 2014;
- Portfolio Decarbonisation Coalition since 2014;
- Equator Principles since 2003.

STATEMENT

- Statement on modern slavery since 2017

CACEIS, **100% owned by Crédit Agricole S.A.**, is part of this strategy and **contributes to the Crédit Agricole Group's objectives**.

OUR VALUES AND GOVERNANCE

The **growth of the company in 2024** following the acquisition of RBC Investor Services in Europe meant evolving as one company and as such, creating a common culture. CACEIS has defined a set of corporate values that everyone can relate to in order to guide our actions on a daily basis. These values are the cornerstone of our common culture: they embody the Group's shared identity, giving full meaning to the expression "**We are ONE CACEIS**".

WE CARE | WE DARE | WE GROW | WE ARE ONE CACEIS

This culture is based on three pillars: Client Excellence, Empowerment and Diversity & Inclusion.

Client Excellence means building long-lasting partnerships with our clients, strengthening client loyalty, which will fuel our growth. Empowerment means supporting employees to take ownership, encourage them to take initiatives and promote individual and collective development. Diversity & Inclusion is the foundation of more efficient, creative and innovative ways of working by respecting individual differences and giving everyone equal opportunities as well as by promoting an inclusive culture.

EMBEDDING THE ONE CACEIS CULTURE

The year 2025 was marked by the structuring of its ONE CACEIS culture around:

- Three pillars: Client Excellence, People Empowerment, Diversity & Inclusion
- Four values: WE CARE, WE DARE, WE GROW, WE ARE ONE CACEIS.
- Nine key behaviours which have been integrated into the annual appraisal process.

Group-wide and local ambassador networks have been set up in order to embed the ONE CACEIS culture among employees through the three pillars:

01

CLIENT EXCELLENCE

Through the “Client Excellence” Charter and the associated e-learning course, CACEIS has reiterated the importance it places on client satisfaction.

02

EMPOWERMENT

CACEIS has continued its actions in favour of empowerment, in line with the Human Project:

- Completion of the managerial programme on the Human Project with IFCAM (more than 90% of managers trained in all our entities) and provision of a toolkit for managers summarising the main tools tested.
- Training pathways on LinkedIn Learning for employees and managers to embed practices and small-group experimentation in collective intelligence, co-development or “delegation poker”, a game to facilitate delegation implementation within teams.
- A survey conducted among managers to gather insights on their empowerment practices and adjust actions accordingly.

03

DIVERSITY & INCLUSION

- The first Group wide Diversity & Inclusion (D&I) barometer for CACEIS, with a participation rate of 41%. The results confirm strong foundations: 91% of employees consider D&I an important priority for CACEIS, and 72% report feeling listened to, trusted and treated fairly. The perceived level of discrimination remains low compared to external benchmarks.

The analysis of the results has enabled a Group roadmap for 2026 to be drawn up, broken down by entity to adapt it to local issues.

- A training on unconscious biases has been made mandatory (completion rate: 99.89%).

Actions to anchor the ONE CACEIS culture were showcased in June 2025 during the ONE CACEIS Weeks, a two-week Group-wide programme of events reflecting its three pillars and illustrating how this collectively built culture and its 9 key behaviours drive our performance.

The internal engagement survey, retitled the “Trust index” in 2025, shows an overall rate of 77% in 2025, an increase of one point on the questions identical to those in the 2024 edition. On the Diversity & Inclusion theme, it increased by 8 percentage points.

CSR ESG caceis

Since January 2024, a business line dedicated to CSR and ESG has been created. The Group Head of CSR-ESG reports to CACEIS Group Executive Member and Deputy CEO, in charge notably of Strategy and Innovation.

The CACEIS CSR-ESG team defines and coordinates the Group's CSR-ESG policy and strategy.

It acts through a **network of local representatives**, at least one per country, **across 12 countries**:

Belgium, Canada, France, Germany, Ireland, Italy, Luxembourg, Malaysia, Spain, Switzerland, The Netherlands, United Kingdom

For the **Latin American region,** all CSR-ESG actions are centralised and managed through Spain, which ensures alignment with our governance framework while allowing adaptation to local contexts.

In 2025, CACEIS continued to strengthen its CSR-ESG governance through two complementary communication platforms led by the CSR-ESG team: the monthly Sustainability Centre meetings to share development experiences across entities, and quarterly ESG business lines committees to maintain an overview of ESG integration in each business line.

The **local initiatives** presented in the last section of this report underline the value of tailored, on-the-ground actions. They not only generate tangible impact in each region but also contribute to **raising awareness** among employees, embedding CSR-ESG considerations into the Group's **day-to-day activities and long-term vision.**

OUR COMMITMENTS

KEEP ACTING FOR ENVIRONMENTAL TRANSITION

Reduce our Operating Footprint

Integrate Climate and Environmental Risk Management

Manage our Resources Responsibly

Preserve Biodiversity

Develop a Sustainable IT Approach

BEING A RESPONSIBLE & COMMITTED EMPLOYER

Strengthen Employee Employability

Promote Diversity & Inclusion as a Resource for Performance

Develop a Training Programme including on Sustainable Development Topics

Encourage Volunteering and Employee Engagement

SUPPORTING OUR CLIENTS WITH CONFIDENCE & SECURITY

Ensure an Ethical Culture in Business & Operations

Manage all Risks & Support Regulatory Changes

Innovate to Provide Value-Added Solutions

Ensure Data Security & Protection

KEEP ACTING FOR **ENVIRONMENTAL TRANSITION**

Most environmental metrics, group policies and initiatives integrate scope P2, unless stated otherwise.

ONE HIGHLIGHT FROM 2025

In April 2024, a new edition of the French competition CUBE was launched. This initiative encourages participating companies to take action on their energy consumption and achieve the highest possible savings over a defined period. During the national awards ceremony of the CUBE League 2024–2025, held on 30 September 2025, the CACEIS Building in Campus Evergreen was awarded 2nd prize for its building efficiency (category office building of more than 20,000 m^2).

KEEP ACTING FOR **ENVIRONMENTAL TRANSITION**

OUR OPERATING FOOTPRINT

THE GROUP'S COMMITMENTS

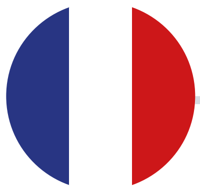
As part of its 2019-2030 decarbonisation trajectory (methodology in accordance with SBTi), Crédit Agricole S.A. has set itself several ambitious targets to which CACEIS contributes:

↓ 50%

REDUCTION
in greenhouse gas emissions linked to scopes 1 and 2 by 2030 (vs 2019).

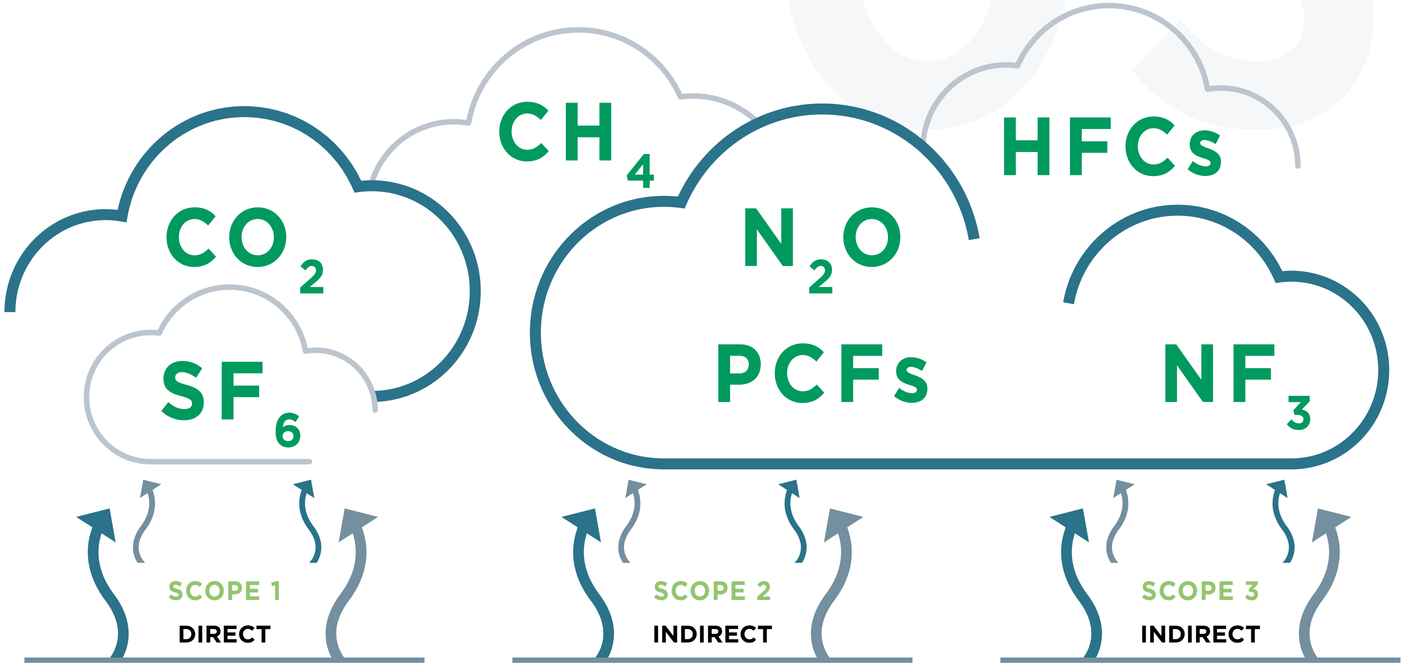
↓ 50%

REDUCTION
in greenhouse gas emissions linked to business travel (scope 3.6) by 2030 (vs 2019).



100%

Renewable electricity in France and abroad by 2030.



SCOPE 1 DIRECT	SCOPE 2 INDIRECT	SCOPE 3 INDIRECT
Emissions from sources on site	*Emissions from utilities*	*Emissions of the supply chain (upstream and downstream)*
Company vehicles	Purchased electricity	Business travel
Company facilities	Purchased steam	Employee commuting
	Purchased heating	Waste
	Purchased cooling	Transport & distribution
	...	Investments
	For own use	

The calculation methodology of the carbon footprint is aligned with the GHG Protocol corporate standard and classifies greenhouse gas emissions into three main categories – or scopes.

Considering CACEIS’ investment policy (for its own portfolio) and financing activities (Equity Bridge Financing to clients), our monitoring currently focuses on operating footprint (i.e. carbon emissions excluding financing and investments). In 2025,

CACEIS reinforced its governance regarding decarbonisation with a dedicated internal policy (including revised internal objectives) and executive monitoring of action plans.

As regards Scopes 1, 2 and 3.6 emissions (business travel), they are reported and monitored through Crédit Agricole Group’s reporting platform, “GreenWay”, and included in Crédit Agricole Group’s Sustainability Report, in accordance with CSRD requirements.

OUR 2025 DATA

Scopes 1, 2 and 3.6

4,527 tCO_2e

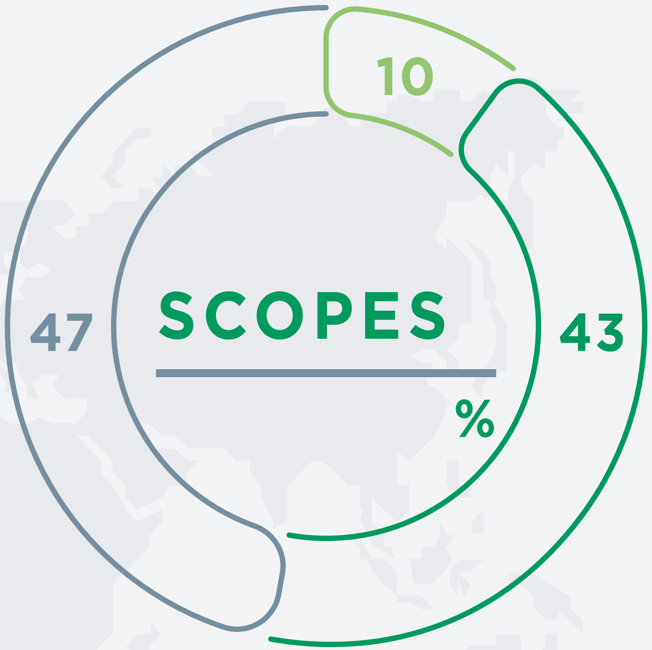
-40% VS 2024

0.60 tCO_2e

PER FULL TIME EMPLOYEE

2.16 tCO_2e

PER NET BANKING INCOME M€



SCOPE 1

SCOPE 2

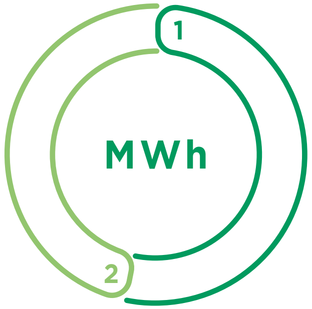
SCOPE 3.6

Scope 3.6 (relates to business travels)
Business travel: 2,143 tCO_2e

Within its operating footprint, and as an Asset Servicer, the majority of emissions are driven by Scope 3 purchases of goods and services but these are not measured every year. Together with capital goods related emissions, they represented approximately 66,501 tCO_2e in 2024 (from a total of 80,115 scope 3 emissions in 2024). The calculation of CACEIS' purchases of goods and services related emissions is not yet available for 2025.

CACEIS operating footprint for scope 1, 2 and 3.6 is 4,527 tCO_2e in 2025 vs 7,589 tCO_2e in 2024 (-40%). This reduction can be explained by a lower total energy consumption, a lower volume of long-distance flights (scope 3.6) as well as reductions and changes in Emission Factors.

In 2025, CACEIS **total energy consumption** represents 16,569 MWh :



1 RENEWABLE ENERGY
8,823 MWh

2 NON-RENEWABLE ENERGY
7,747 MWh

16,569
MWh TOTAL ENERGY CONSUMPTION

Factoring mainly reductions in electricity consumptions in Malaysia and Luxembourg, CACEIS now has the majority of its energy consumption sourced from renewables.

SCOPE 1

GHG emissions originate from business trips and energy consumption.

tCO_2e

395 in energy consumption (gas consumption)

45 in business trips *France Only* (diesel and petrol consumption)

= 440 tCO_2e TOTAL

SCOPE 2

tCO_2e

260 Cooling network consumption — **+199%** data added for new Malaysia building

1,024 Heating network consumption — **53%**

661 Non-renewable electricity consumption — **34%**

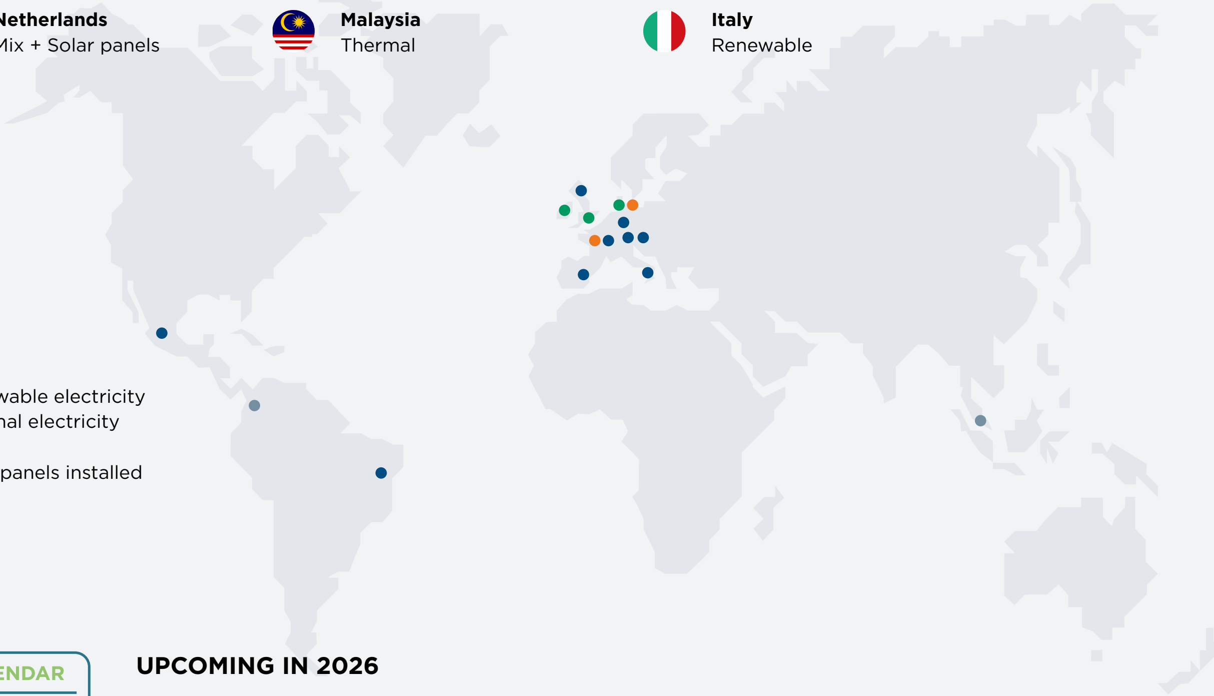
= 1,945 tCO_2e ENERGY CONSUMPTION

= 2,340 tCO_2e IN ENERGY CONSUMPTION FOR SCOPES 1 AND 2 (MARKET BASED)

98% of Scopes 1 & 2 emissions originate from energy consumption.

Map renewable energy in our energy consumption / mix.

- **France** Renewable + Solar panels
- **Luxembourg** Renewable
- **Germany** Renewable
- **Netherlands** Mix + Solar panels
- **Spain** Renewable
- **Switzerland** Renewable
- **UK** Renewable
- **Malaysia** Thermal
- **Jersey** Mix
- **Brazil** Renewable
- **Mexico** Renewable
- **Italy** Renewable
- **Belgium** Mix
- **Ireland** Mix
- **Colombia** Thermal



- Renewable electricity
- Thermal electricity
- Mix
- Solar panels installed

CALENDAR

2026

UPCOMING IN 2026

CACEIS uses several methods to reduce its operating footprint:

- Continue with the switch to renewable electricity (Malaysia – effective January 2026)
- CACEIS Group sufficiency plan to be issued in 2026

OUR CLIMATE AND ENVIRONMENTAL RISKS

Climate-related hazards can pose significant risks to our operational stability and long-term sustainability. Therefore, as part of its risk policy, CACEIS has identified several climate and environmental risk drivers generating physical and transitional climate-related risks.

DEFINITIONS

Physical risks may generate a financial impact due to the changing climate, including more frequent extreme weather events and gradual changes in climate, as well as environmental degradation, such as air, water and land pollution, water stress, biodiversity loss and deforestation.

Transition risks refer to the institution's financial loss that can result, directly or indirectly, from the process of adjustment towards a lower-carbon and a more environmentally sustainable economy. This could be triggered, for example, by a relatively abrupt adoption of climate and environmental policies, technological progress or changes in market preferences.

PROCESS OF ASSESSMENT OF CLIMATE AND ENVIRONMENTAL RISKS

CACEIS Group's assessment of climate and environmental risks followed a two-step process:

1 IDENTIFICATION OF THE TRANSMISSION CHANNELS

Identification of the transmission channels between the risk drivers and the major risks. This phase allows for the identification of the most sensitive associated drivers and transmission channels for each risk, which will then be prioritised in the assessment analyses. Amongst others, a hazard assessment was conducted to identify the most at-risk sites where CACEIS operates with a long-term time horizon.

2 CLIMATE AND ENVIRONMENTAL RISK ASSESSMENT MAPPING

Climate and environmental risk assessment mapping to summarise the impacts of the risks by distinguishing between the direct risks borne by CACEIS and the indirect risks related to the activities of CACEIS clients and providers.

RESULTS OF THE ASSESSMENT OF CLIMATE AND ENVIRONMENTAL RISKS AND MITIGATION MEASURES IDENTIFIED

The climate and environmental risk related to CACEIS activities is considered a **major risk with an overall low impact**.

Both physical and transition risks may materialise regarding the following activities:

- **Information system**. Physical risks may manifest as e.g. heatwaves affecting information and communication technologies. Transition risks may unfold as e.g. market expectations on IT (artificial intelligence, blockchain). To address risks regarding its information system activity, CACEIS has notably implemented a Sustainable IT Plan (*see: Our Sustainable IT on page 35*).
- **Corporate premises and business continuity plan management**. Physical risks may manifest as e.g. floodings inside our office buildings, impacting our operational activities. Transition risks may unfold as e.g. decarbonisation expectations on operating footprint. A non-respect of such expectations may result in non-compliance or reputational damage. In order to mitigate those risks, CACEIS updates its business continuity plan and monitors its carbon footprint indicators collected within Greenway.
- **Management company and/or depositary bank responsibilities**. Transition risk may materialise in this context through heightened market or regulatory expectations regarding management company and/or depositary bank responsibilities over the ESG nature of assets under management or in deposit. CACEIS is closely monitoring evolutions of such expectations and has implemented relevant due diligences and controls on assets (for both its depositary and third-party management companies), leveraging on third-party ESG data where relevant.

OUR RESOURCE MANAGEMENT

OUR WATER RESOURCE

33,075 M^3

CACEIS' water consumption in 2025 totaled 33,075 m^3 across all entities in scope, although figures for CACEIS Ireland, CACEIS Bank Italy Branch, and CACEIS Fund Administration Jersey (CI) Limited cover only the second semester of 2025.

FOCUS - WATER STRESS

A situation of water stress occurs when there is no sufficient water in a geographical zone to meet both human and environmental needs. This encompasses water scarcity (volumetrically availability of water), water quality, water accessibility and environmental flows. Water scarcity refers to the situation when a geographical zone does not own sufficient water supply for human consumption and hygiene needs due to increase in the global population, changes in consumption patterns - sometimes leading to water wastage - or climate disruption (droughts, heatwaves, floods) for example. Working with an external consulting firm, CACEIS has identified three geographical locations where the water stress index is above 1. It means that in these geographical zones, the water demand already surpasses available supply.

The three sites that are mainly at risk of water stress are our offices in:

MEXICO
Level: extreme

677 M^3
6.5 m^3/FTE

WATER CONSUMPTION ON CACEIS SITE

BELGIUM
Level: very high

473 M^3
6.6 m^3/FTE

Total consumption has reduced by 67% compared to 2024 reflecting more accurate and up-to-date consumption data

WATER CONSUMPTION ON CACEIS SITE

SPAIN
Level: very high

1,279 M^3
4.3 m^3/FTE

WATER CONSUMPTION ON CACEIS SITE

NEXT
PREVIOUS
CONTENT

OUR LAND RESOURCE

As global warming and its effects multiply, nature and biodiversity themselves disappear. Both the IPCC and IPBES have called for action on climate change and the increasing loss of biodiversity, while demonstrating the interdependence of these two crises. The European Union, for its part, places biodiversity at the heart of its strategy for the transition via the European Green Deal[1].

CACEIS, its clients, partners and employees, are all an integral part of this biodiversity. More than nature itself, it is a question of preserving and guaranteeing the development of all living beings and ecosystems.

CALENDAR
2026

ACTIONS LED IN 2025 AND UPCOMING IN 2026:

CACEIS is gradually incorporating biodiversity issues into its CSR policy. In June 2025, CACEIS signed the IMS[2] Biodiversity Manifesto in Luxembourg. As such, it is working on its first biodiversity strategy in association with IMS.

In this context, Crédit Agricole S.A. has identified five priority areas:

1. **ASSESS** the material impacts and risks related to the loss of nature on our activities;
2. **INTEGRATE** nature and biodiversity criteria into sectoral policies;
3. **MOBILISE** financial resources for activities beneficial to nature;
4. **SUPPORT** collective action against the decline of nature and ecosystem services;
5. **REDUCE** our operating footprint and foster biodiversity.

[1] Stratégie de l'UE en faveur de la biodiversité à l'horizon 2030 | EUR-Lex
[2] Inspiring More Sustainability – a Luxembourg-based non-profit organisation: Home - IMS Luxembourg

42%

OF CACEIS' OCCUPIED SURFACE AREA IS CERTIFIED

Certified surface area represents 49,085 m² out of the 116,708 m² occupied surface area.

Certifications and labels include:

- ISO 14001 — Brazil
- BREEAM — Belgium, France[3]
- NF HQE — France[4]
- Effinergie + — France
- Minergie — Switzerland
- EPC C+ — Belgium
- Green Building Index — Malaysia

[3] BREEAM New Construction (In Use certification in progress)
[4] NF HQE Construction

FOCUS - BIODIVERSITY SENSITIVE AREA

Based on the VSME standard, biodiversity sensitive areas include: Natura 2000 network of protected areas, UNESCO World Heritage sites and Key Biodiversity Areas ('KBAs'), as well as other protected areas, as referred to in Appendix D of Annex II to Commission Delegated Regulation (EU) 2021/2139.

After assessing CACEIS' sites, one is located near a biodiversity sensitive area: in Montrouge, on Campus Evergreen where CACEIS operates, there is a protected space labelled Refuge Ligue de Protection des Oiseaux, meaning a shelter for birds to be protected, and Bio-divercity Life. Regarding CACEIS' other sites, CACEIS' activity does not impact per se the different biodiversity sensitive areas located near its sites.

CIRCULAR ECONOMY

The circular economy represents a **transformative approach to production and consumption,** fundamentally differing from the traditional linear economic model of *"take, make, dispose."* The circular economy encourages **practices such as recycling, reusing, repairing, and remanufacturing** products to extend their lifecycle. CACEIS Group is in a continuous improvement approach regarding circular economy with entities taking actions.

↗ 76.1%

OF CACEIS' COLLECTED WASTE IS REUSED, RECOVERED OR RECYCLED (VS 68.2% IN 2024).

157 t

OF TOTAL QUANTITY OF WASTE REUSED, RECOVERED OR RECYCLED.

↗ 206 t

AMOUNT OF WASTE COLLECTED, REPRESENTING AN INCREASE OF 24% FROM 2024.

The increase in the total amount of waste collected compared with 2024 is mainly driven by complementary data for the Luxembourg premises and by the inclusion, from the second semester of 2025 onwards, of estimates for entities where data was previously unavailable (total estimate represents approximately 5% of total reported waste).

OUR SUSTAINABLE IT

As a services company whose core activities rely on digital technologies and that is conscious of its environmental footprint, CACEIS launched its Sustainable IT plan in 2022.

Sustainable IT levers span multiple domains: environmental impacts, sufficiency, durability, eco-conception and accessibility on dedicated IT issues on Modern Workplace, AI, Cloud/Infrastructure, IT Procurement, IT Projects — and cannot be addressed in isolation.

A structured governance framework is essential to:

- Use Sustainable IT as a profitability lever to reduce potentially IT costs by extending, optimising IT usages.
- Align the organisation around a clear trajectory with shared monitoring indicators and defined rules to reduce ESG impacts from IT.
- Arbitrate priorities, enabling stakeholders to co-build the annual roadmap and focus efforts on high-ROI levers — both carbon and business.
- Legitimise the approach institutionally, ensuring Sustainable IT is anchored in company strategy rather than dependent on individual champions or isolated projects.
- Sustain the transformation over time by embedding Sustainable IT into core group processes (procurement, projects, infrastructure, HR, IT) and creating a collective, transferable dynamic.

In 2024 CACEIS signed the **Sustainable IT Charter**, a charter from the INR (Institut du Numérique Responsable – French Institute for Sustainable IT) by which it affirms its commitments to a Sustainable IT approach for its organisation.

This milestone has been seen as a great opportunity to initiate a new governance on Sustainable IT to prioritise and follow up on actions related to our roadmap for 2026.

5 main pillars to enhance our goals:

Carbon Footprint Platform

Collect and use data to provide results in tons of CO_2e and kWh at different levels of the organisation:

- Annual calculation of emissions and sharing of results
- Trend and trajectory analysis
- Remediation actions

Sustainable IT Purchasing

Engage and integrate Sustainable IT topics for all IT suppliers:

- Sustainable IT criteria for IT purchasing
- Centralise impacts and supplier strategy
- Suppliers decarbonisation follow-up

Raise Awareness

Create expertise about Sustainable IT in IT lines and raise awareness to improve behaviours:

- Improve knowledge about eco-design
- Reinforce awareness about Sustainable IT
- Put in place e-ecogestures at CACEIS

Implement Sustainable Digital Practices

Set up the model to understand the impact of apps and IT projects in order to manage greenhouse gas emissions:

- Maturity assessment (scoring)
- Sustainable IT support in projects
- Sufficiency by design

IT Waste Management & Circular Economy

- Broad IT equipment coverage - from devices to datacenters - refurbished by OLINN, a subsidiary of Crédit Agricole Leasing & Factoring, specialised in leasing and managing companies IT equipment with a circular economy approach.
- Reuse as the durability driver — The majority of workstations is reused rather than discarded, marking a measurable step towards circular IT fleet management.
- Strategic alignment — This initiative directly supports CACEIS' commitment to extending equipment lifespan and reducing the environmental footprint of its digital operations.

04

BEING A RESPONSIBLE & COMMITTED EMPLOYER

In a context of growth and integration, the completion of the 2025 Medium Term Plan and the preparation of the ACT 2028 MTP are underpinned by proactive HR policies brought together under the banner “elevating human capital”. The ambition is to provide all CACEIS employees with the environment, skills, experience and corporate culture needed to contribute both to the Group’s performance and to their own professional development.

To support this momentum, CACEIS has developed a culture of continuous learning, driven by a wide range of schemes: career development programmes ranging from business knowledge through to certification, upskilling in languages and intercultural awareness, and broad-based access to e-learning platforms, including LinkedIn Learning, to enable “anytime, anywhere” training tailored to individual and collective needs.

In 2025, CACEIS continued its digitalisation efforts to benefit clients and employees. Internally, this notably included the roll-out of Power BI features and an internal generative artificial intelligence tool to facilitate steering, decision-making and overall operational efficiency.

BEING A RESPONSIBLE & COMMITTED EMPLOYER

ATTRACTION AND RETENTION OF EMPLOYEES

CACEIS EMPLOYEES

Below is an overview of CACEIS' employees as of 31st December 2025[5].

47% **WOMEN**

Gender

53% **MEN**

6,607 EMPLOYEES

6,102 PERMANENT CONTRACTS
505 TEMPORARY CONTRACTS

In 2025, the turnover rate at CACEIS was **9.93%,** a reduction of 6.18 percentage points from 2024[6].

MORE THAN 70%
OF OUR WORKFORCE IS LOCATED OUTSIDE OF FRANCE

Belgium	69
France	1,955
Germany	505
Ireland	283
Italy	96
Jersey	12
Luxembourg	1,771
Malaysia	1,251
Netherlands	240
Spain	254
Switzerland	86
UK	85

TOTAL 6,607

[5] Based on headcounts and include permanent and temporary contracts, within the P1 Scope (see: Methodology). When including employees from Brazil, Canada, Colombia, Mexico and the United States of America and all types of contracts, the total number of employees is 7,766.

[6] The calculation base in 2024 was impacted by the RBC integration which was not totally finalised.

RECRUITMENT

At CACEIS, recruitment is a fair process based on equality and effectiveness, focusing on recruiting professionals possessing necessary skills and aligning with CACEIS' values and culture. Once recruited, CACEIS' new joiners can benefit from the onboarding process, encompassing notably a "Be Welcome" package in Luxembourg only and Malaysia to some extent – a dedicated training programme for the arrival of new employees, with access to key resources – and a discovery report where employees can share their impressions of their first months at CACEIS.

QUALITY OF LIFE AT WORK

Regarding training and awareness on quality of life at work, CACEIS approach is integrated within the ONE CACEIS Culture under our "WE CARE" value.

With a particular focus on work-life balance and parenthood, CACEIS has maintained a 16-week maternity leave across all entities since 1st January 2021. In addition, CACEIS has rolled out a minimum four-weeks paternity/parental leave paid at 100% in all CACEIS entities.

COMPENSATION AND BENEFITS

CACEIS applies a remuneration policy that is fully aligned with the Crédit Agricole Group strategy. This remuneration policy contributes to implementing the values of fairness, transparency and utility. Compensation components for both employees and senior managers are determined on the basis of clear and legible criteria that reflect skills, seniority, and both individual and collective performance.

Our remuneration policy serves several key commitments:

- To attract, motivate and retain talent
- To recognize both individual and collective performance in the long term
- To apply an equitable and gender-neutral remuneration policy
- To ensure transparency in remuneration practices, in line with European regulatory requirements

100%

of CACEIS employees receive a salary equal to or higher than the minimum wage in force in their country of employment. We are committed to regular pay equity audits to ensure fair compensation across all levels and demographics.

Based on the internal policy of their entity, employees may benefit from a comprehensive package of advantages including long-term variable remunerations, perquisites (pension schemes, healthcare insurance, benefits in kind), meal vouchers, transportation subsidies, and flexible working arrangements. This holistic approach to compensation reflects our commitment to supporting employee well-being and work-life balance.

WORKING ENVIRONMENT

HEALTH AND SAFETY

CACEIS has its own health, safety and quality of life at work policy. This policy guarantees working and employment conditions that safeguard the health and safety of all its employees, and a quality working environment. It includes among other things: the assessment of health and safety risk of the work environment, mandatory health and safety trainings, reporting of any defects, hazards, health and safety incidents as well as health benefits.

34

workplace accidents in 2025[7]

0

fatality as a result of work-related injuries and work-related ill health

HUMAN RIGHTS AND SOCIAL RIGHTS

Over the years, Crédit Agricole Group has signed, participated or co-founded multiple international commitments and frameworks that apply to all its entities. See here: The Societal Project, the foundation of our CSR commitments |.

CACEIS employees, as well as any person subject to the laws[8], may use the whistleblowing platform of CACEIS to disclose any information relating, for example, to a violation or attempt to conceal a breach of human rights or of basic freedoms.

Between 1st January 2025 and 31st December 2025, there were no serious human rights incidents affecting CACEIS' workforce.

With regard to social dialogue, CACEIS considers the exercise of trade union rights, employee representation and collective bargaining as a fundamental right.

100%

of the total workforce across all locations was covered by formal collective agreements concerning working conditions.

[7] There was an increase of workplace accidents of 12 (22 in 2024) due to the calculation base in France which included workplace and commuting accidents.

[8] i.e. job applicant, former employee, shareholder and partner, external or occasional employee, supplier.

Different actors are part of the social dialogue acting either

AT CRÉDIT AGRICOLE GROUP LEVEL	OR AT CACEIS LEVEL
▪ The European Works Council ▪ The Group Works Council Committee[9]	▪ Works council or staff representative body in some countries ▪ Trade Unions

CAREER MANAGEMENT, TRAINING AND PROMOTION OF INTERNAL MOBILITY

Career management

Several career management schemes exist at CACEIS to support employees in their career evolution e.g. Career management interviews, People Reviews, and Career Committees that respectively:

- enable employees to have in-depth professional exchanges with HR teams on their career paths;
- enable managers and HR to identify employees with potential and those with development needs, to select the Talents identified in the People Reviews and to propose the corresponding development pathways, validate the key positions identified and their succession plans.

[9] French staff representatives from Crédit Agricole regional banks and from Crédit Agricole S.A. entities

Training policy

For 2025, here is the average Group hours of training per employee per gender:

ALL	30.7
WOMEN	30.7
MEN	30.8

To support its employees, CACEIS is committed to several key areas:

- Creating an environment conducive to the development of knowledge, encouraging an always learning corporate culture and the transfer of knowledge.
- Encouraging the continuous development and ongoing adaptation of skills to keep pace with changes in business lines, through on-the-job training and the provision of a multi-faceted training offer.
- Supporting the company's change and transformation, through Group training programmes (e.g. new management model, Agile, Corporate Social Responsibility).
- Encouraging commitment and retention, through the implementation of dedicated programmes (Talents, Female Leadership, etc.).
- Strengthening the risk culture and providing a framework of trust to secure services in the face of regulatory, financial, environmental, cybersecurity, safety and compliance challenges (mandatory training campaigns, etc.).

Promotion of internal mobility

A large scale programme to promote internal mobility was launched in 2025, based on annual career management interviews for all permanent employees, a direct outreach approach to encourage employees to apply, and the organisation of mobility events to discover open positions, meet hiring managers and work on applications. A new career management tool was also deployed, allowing each employee, on a voluntary basis, to present their skills, interests, languages, use of software and certifications via a self-assessment visible only to them, their direct manager and the HR Business Partner for career and mobility purposes.

All these efforts resulted in the achievement of the set target of 20% internal mobility. International mobility was also encouraged between Malaysia, Canada and Europe to support the follow-the-sun model. Training budgets were released to support this internal mobility.

At the same time, CACEIS strengthened the structure of its business training academy by developing online content and training pathways for employees taking up new positions.

DIVERSITY AND INCLUSION

GENERAL INFORMATION

CACEIS is an international group bringing together teams with diverse cultures, backgrounds, professions and career paths. This diversity is an integral part of the Group's DNA. It is a key strength in:

- better understanding the needs of our clients and partners,
- fostering innovation and the quality of our services,
- enhancing our attractiveness and talent retention as a responsible employer.

As previously mentioned, Diversity & Inclusion is one of the three pillars of the ONE CACEIS culture.

Our ambition is to build an inclusive environment where everyone feels valued, respected, treated fairly, empowered, and where equal opportunities are a core principle.

In practical terms, this is reflected in a commitment to:

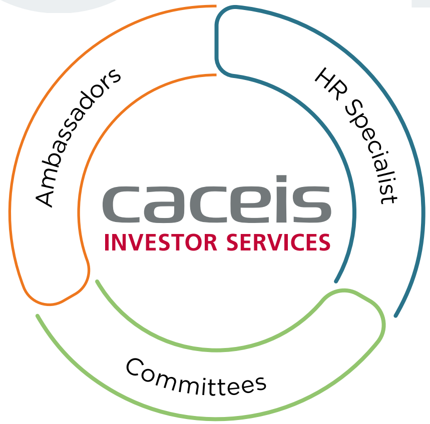
base recruitment, development, promotion and remuneration decisions on skills and performance;

encourage a wide variety of profiles, particularly in management and leadership roles;

raise awareness among managers and teams of inclusive behaviours, the prevention of bias and discrimination, and more broadly of D&I issues.

Through their attitude and decisions, every manager and employee helps to make CACEIS a working environment where diversity is recognised, inclusion is encouraged, and everyone can have a voice and progress in line with CACEIS' values.

Here are the key actors of the D&I at CACEIS



HR Specialist

An HR specialist whose role is to steer D&I policy, develop, follow and report the initiatives in terms of diversity and inclusion at Group level.

Committees

Local HR and local Executive Committees.

Ambassadors

A network of D&I ambassadors covering all entities, in charge of proposing and rolling out initiatives locally.

Following the D&I barometer, the 2026 D&I roadmap will focus on:

- strengthening inclusive leadership,
- reinforcing zero tolerance toward discrimination,
- enhancing intercultural and intergenerational collaboration,
- embedding equal opportunity principles more deeply into HR processes across the Group.

GENDER DIVERSITY

In the framework of the D&I policy, CACEIS fosters gender diversity in the workplace, in particular through the signing of agreements which address topics such as equity in recruitment, training, promotion and compensation, as well as work-life balance.

Focus on CACEIS' workforce:

AS OF DECEMBER 31st, 2025, WOMEN REPRESENTED[10]

47.30%
of CACEIS workforce (permanent contracts)

41.21%
of CACEIS workforce (temporary contracts)

16%
gender pay gap

14.3%
percentage of women in the Executive Committee, an increase of 6.3 points from 2024

The gender equality index for 2025 stands at 89 percentage points, the same level as in 2024 (France only).

Several initiatives in the area of professional equality are also worth highlighting:

- The publication of Group guidelines on the prevention and handling of moral and sexual harassment and sexist behaviours. Fully aligned with our value "WE CARE" and our Code of Conduct, these Guidelines apply to all CACEIS entities worldwide[11] and establish a common framework to prevent, identify and address inappropriate behaviours. Protective measures and, where necessary, disciplinary or supportive actions may be implemented to ensure a fair and secure process after a report is made. The aim is to ensure zero tolerance for discrimination, harassment, or any other form of inappropriate behaviour or abuse on any grounds in the workplace.
- The renewal of programmes dedicated to female talents, "Be enterprising®" and "Be inspiring®", focusing on leadership. By end 2025, 160 women from 13 different entities had taken part in these programmes (32% of whom have already experienced mobility).
- The gradual development of the GREAT network – a member of the Crédit Agricole S.A. "Potenti'Elles" circle – within CACEIS entities to promote gender balance. France, Luxembourg, Italy, Ireland, Germany, Malaysia, the Netherlands and Spain have already structured their local networks and launched numerous events to engage employees on gender diversity issues. CACEIS also remains active in the Financi'Elles network, an association of major industry players working towards gender diversity within the banking, finance and insurance sector in France.

[10] Based on headcounts
[11] Excluding entities of LATAM (Brazil, Colombia and Mexico)

INTERGENERATIONAL DIVERSITY

At CACEIS, fostering intergenerational diversity is a major priority to enable collaboration between generations.

Youth Plan

CACEIS is part of Crédit Agricole Group's Youth Plan that aims at facilitating the transition from education to employment for young people, regardless of the region they come from. It is fully in line with CACEIS' commitment to be an inclusive workplace, ensuring equal opportunities for all. The Youth Plan includes following initiatives:

- Welcoming teenagers coming from disadvantaged suburbs for a one-week-internship (France)
- Increase in the number of work-study students/ trainees
- Integration of young people with recruitments of apprentices converted in fixed-term and permanent contracts

For instance, the award, for the eighth consecutive year in France, of the "Happy Trainees" label (recommendation rate of 94.5%), which recognises CACEIS' initiatives in welcoming and integrating students.

Experienced Employees

CACEIS recognizes and promotes the ability of its employees to acquire and develop the skills necessary to maintain their employability. CACEIS' training policy illustrates its determination to support employees in their integration and taking up their positions, but also in the development of their careers through appropriate mechanisms.

Each year, a comprehensive training program is implemented. It is governed by: (i) the overall strategy of Crédit Agricole Group and CACEIS, (ii) legal and regulatory requirements and (iii) identified collective and individual needs.

Disability Policy

For example, CACEIS in France is committed to workers with disabilities and has developed concrete actions in line with the 7th three-year agreement signed in 2022 by Crédit Agricole Group and trade unions [12]:

- Opening of all positions to disabled workers and promotion on specialized recruitment websites
- Adapting the workstation or work conditions if a disability arises
- Raising awareness

All entities pay attention to raise awareness and include people with disabilities.

[12] A new three-year agreement for 2026-2028 was signed in December 2025.

TRAINING AND AWARENESS ON SUSTAINABILITY TOPICS

Awareness on CSR-ESG topics takes various forms at CACEIS which also leverages the tools of Crédit Agricole S.A., its shareholder.

Through the intranet learning platform with e-learning courses, podcasts, web conferences focusing on the three main pillars of Crédit Agricole S.A. societal action:

- Making a success of the agricultural and agri-food transitions;
- Acting for the climate and the transition to a low-carbon economy;
- Strengthening social cohesion and inclusion.

In 2025, CACEIS deployed workshops of the Climate Fresk in several countries: France, Spain and Luxembourg.

CACEIS has developed a plan articulated around key UN International Days or European weeks that relate to CSR-ESG matters and seized the opportunity to launch awareness to activities on specific topics e.g. World Water Day, Mother Earth Day, World Clean Up Day.

The different local initiatives illustrated in this report show the importance of concrete and local adapted actions for impact and how they can help raise awareness among all employees. CACEIS is proud of its network of 22 local CSR-ESG representatives located in almost all entities of the Group across the organization. With the aim of facilitating the dissemination of CACEIS' CSR-ESG culture, employees were invited to join the CSR-ESG ambassadors network and be actively engaged through promotion, support, innovation, and lead of local CSR-ESG initiatives.

A RENEWED SOCIETAL COMMITMENT ILLUSTRATED BY CONCRETE ACHIEVEMENTS

In line with the Crédit Agricole Group's Societal Project, CACEIS's societal commitment is expressed in concrete terms, with in 2025:

- The launch of the "J'agis" platform in France to connect employees with associations that are partners of Crédit Agricole S.A. Volunteers can devote up to five days of their annual working time, which may be split, to missions serving the public interest. Building on this momentum, the Group wishes to extend the initiative internationally in 2026/2027 through the launch of the WE CARE platform.
- CACEIS commits to supporting associations that work on projects in the fields of social inclusion, environment,... The programme "Be Generous", which has been rolled out in France and Luxembourg, aims to provide financial support to non-profit projects supported by employees. Be Generous has been extended to Germany, the Netherlands and Switzerland in 2025.
- For the first time, CACEIS celebrated the International Volunteer Day on December 5th 2025, marking a new milestone in our commitment to fostering a culture of engagement and solidarity across all entities. This initiative aimed to recognize employees who dedicate their time and energy to supporting communities alongside their professional responsibilities, and to encourage broader participation in volunteering initiatives across the Group.

SUPPORTING OUR CLIENTS WITH **CONFIDENCE & SECURITY**

Most environmental metrics, group policies and initiatives integrate scope P3, unless stated otherwise.

CACEIS Group does not record any direct revenue from activities related to fossil fuels, chemicals, controversial weapons, and tobacco within the scope of its own operations. CACEIS Group is not excluded from the European Union's "Paris-Aligned Benchmarks" given the sectoral exclusion criteria applied.

ONE HIGHLIGHT FROM 2025

CACEIS received an award at the Securities Finance Times Awards in London for "ESG Initiative of the Year", recognising its ESG securities lending framework as CACEIS:

- **Provides various tools to ensure that clients ESG policy is respected;**
- **Provides transparency on the value chain;**
- **Ensures a rigorous selection of Borrowers & selection of collateral (exclusions);**
- **Voting rights: flexible re-calls and restrictions.**

SUPPORTING OUR CLIENTS WITH **CONFIDENCE & SECURITY**

OUR SOLUTIONS FOR ESG FUNDS

As a custodian and depository bank, CACEIS plays a key role in the investment industry, safeguarding and servicing our clients' assets. We actively support **sustainable finance** by offering tailored solutions to our clients.

OUR REGULATORY LANDSCAPE

The regulatory framework for sustainable finance has evolved rapidly. Several European initiatives were adopted, with the **Sustainable Finance Disclosure Regulation (SFDR) having the strongest impact on our activities today.**

The SFDR is a European regulation introduced in 2019 that came into effect in 2021: it aims to **increase transparency in sustainable investment products**. It requires financial market participants and financial advisers to disclose information on how they integrate sustainability risks in their investment decision process.

The main goals of the SFDR are centered around increasing transparency, standardising the reporting of sustainability-related information, and promoting sustainable investment practices within the European financial sector.

It categorises financial products into three main types **based on their sustainability characteristics:**

ARTICLE 6 FUNDS

do not integrate any sustainability criteria into the investment process and do not promote environmental or social characteristics. They are essentially traditional funds with no specific sustainability goals.

ARTICLE 8 FUNDS

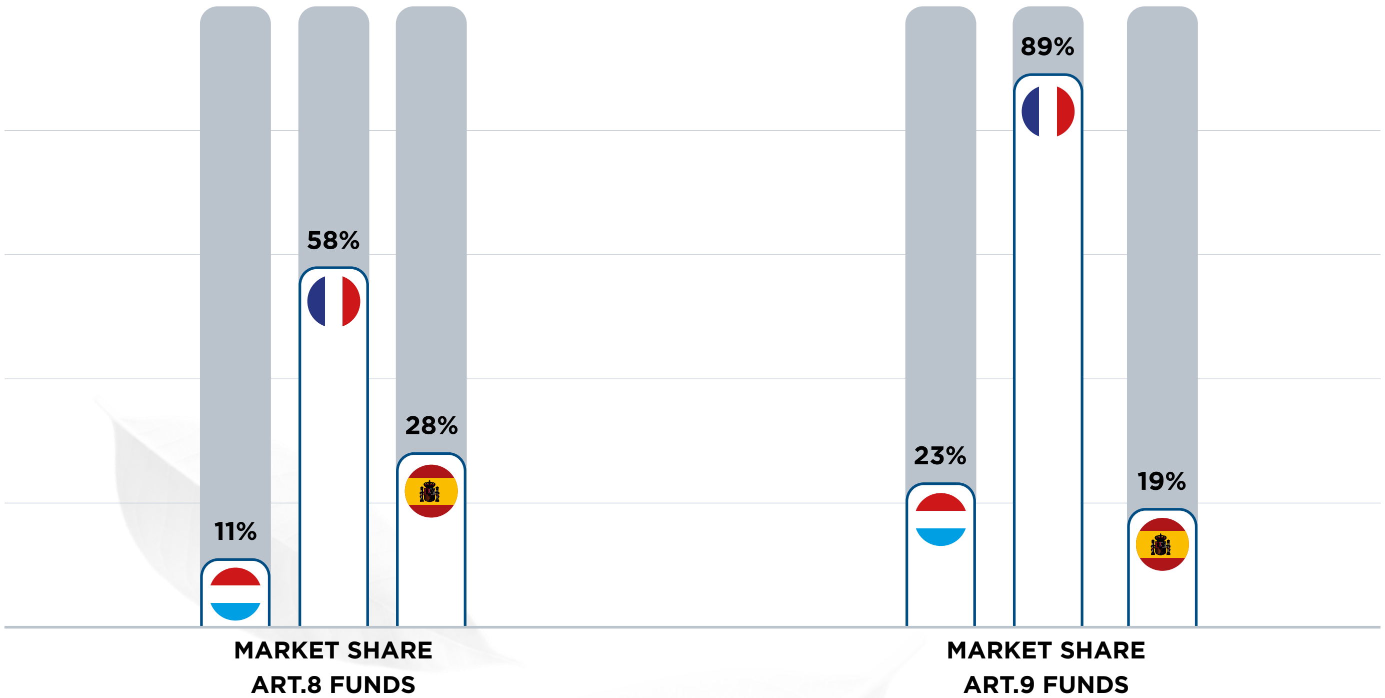
known as "light green" funds, **promote environmental or social characteristics, or a combination of both**, provided that investee companies follow good governance practices. These funds aim to generate positive impact but may not have sustainable investment as their core objective.

ARTICLE 9 FUNDS

known as "dark green" funds, these place **sustainable investment at the core of their strategy**. Article 9 funds aim to deliver positive impact on society and/or the environment and are subject to stringent disclosure requirements to demonstrate how they achieve their sustainability goals.

In November 2025, the European Commission published its final legislative proposal for a global revision of the SFDR regulation.

CACEIS market share
(article 8 and article 9 funds as of 31st December 2024):



Global share of funds with ESG characteristics (SFDR Art. 8) or sustainable investment policy (Art 9): 56% of CACEIS total AuD as of 31st December 2025.

Data based on the latest published study by the European Fund and Asset Management Association (EFAMA) named "The SFDR Fund Market – Latest Market trends and the upcoming SDFR review"

OUR EXCLUSIVE INITIATIVE

To support our clients in achieving their sustainability goals, CACEIS has taken a strong step: For clients setting up new article 9 funds under SFDR, our commitment is to **waive all CACEIS fees in relation to the first year of services**. This initiative underlines our role as a strategic and committed partner for our clients in their sustainable investing journey.

OUR CLIENTS' SOLUTIONS

CACEIS **offers a range of solutions:**

1 **OLIS ESG** is our main solution for ESG risk monitoring and regulatory reporting. It is integrated in our client portal OLIS giving quick and easy access to all key metrics on our products and services. OLIS ESG is a one-stop-shop for sustainability assessment, analysis and reporting, enabling clients to:

- Connect portfolio assets to **ESG data and analytics** leveraging leading technology and multiple data providers (e.g. Sustainalytics, Trucost…)
- **Easy to use**, pre-configured ESG analysis tool.
- Dedicated team of experts to help meet **regulatory & industry requirements** through an independent lens.
- Ongoing updates and enhancements to ensure our solutions continue to meet regulatory requirements and international standards.

OLIS ESG helps asset managers and institutional investors **to assess the ESG risk and manage their portfolio ESG impact**. The solution also enables comparative benchmarking across funds, focusing on various aspects of ESG and climate risk including greenhouse gas emissions, carbon footprint, or exposure to controversial activities.

OLIS ESG enables clients to **generate reports** that are aligned with various regulations and/or industry frameworks, including:

- The Task Force on Climate-related Financial Disclosures (TCFD)
- SFDR periodical and pre-contractual reports
- The European ESG Template (EET)
- Principal Adverse Impacts (PAI) across the ESG spectrum

2

In order to give clients more options and to enable them access to further industry leading solutions, we entered into a partnership with **CLARITY AI**. This solution is available via the CACEIS Connect Store, our digital marketplace. Clarity AI provides a vast range of data and analytics on the entire ESG and climate risk spectrum. It features high coverage (e.g. 70,000+ companies), a polished graphical user interface incorporating GenAI tools and is a viable option for clients that need advanced ESG use cases.

3

CACEIS also integrates ESG into its securities lending solution:

- **Strict selection policy** for counterparties based on financial and extra-financial criteria;
- Option to **exclude securities**/ISINs not aligned with Client ESG policies;
- **Collateral selection** based on ESG considerations;
- **Voting rights** exercised in line with clients' shareholding policies.

For Private Capital funds, where conventional ESG solutions are not a good fit, CACEIS now offers a new dedicated solution via a partnership with **CARBOMETRIX**. The solution is also available via the CACEIS Connect Store and enables asset managers of funds investing in private assets to **quantify carbon footprint and help determine a decarbonisation path** based on scientific methodologies that comply with the highest standards such as the GHG Protocol, PCAF and SBTI.

Finally, CACEIS supports article 8 and 9 funds with **sustainability-linked equity bridges**. The arrangement involves a bonus-malus system which indexes loan rates in order to provide an incentive for the fund to meet their sustainability targets.

OUR ETHICS

Beyond **respecting all legislatives, regulatory and professionals' rules** that govern CACEIS' activities, CACEIS group promotes **ethical conduct** that **is part of its desire to do even more to best serve its clients and society**, as mentions in Crédit Agricole Group's raison d'être[13]. Having an ethical conduct is **about constantly questioning the good conduct of our actions** with regards to CACEIS' values and principles, in line with societal expectations. Compliance and ethics play a crucial part in ensuring a company has a responsible business conduct.

OUR POLICY[14]

At CACEIS, ethics is based on three principles of action: supporting and protecting our customers and partners, respecting the rights of all, taking action for a fairer and more sustainable society.

It is also based on a **set of ethical rules**:

Code of Ethics

The foundation of the Crédit Agricole Group's ethical corpus, the Code of Ethics, affirms the values of customer focus, responsibility and solidarity of the Crédit Agricole Group. It is the basis for ethical and professional conduct for all.

It highlights our principles of action vis-à-vis our clients, society and our employees, in particular: professionalism, confidentiality and integrity of information, conflicts of interest prevention, vigilance and responsible conduct.

Code of Conduct

The CACEIS Code of Conduct sets out in concrete and operational terms the commitments of the Code of Ethics for CACEIS. It has been designed to support us on a daily basis in adopting a behaviour that complies with ethics, the Crédit Agricole Group's values and the values of CACEIS. It forms the basis of ethical and professional conduct that must be followed by everyone, regardless of their position within the organisation. This Code of Conduct reflects our responsibility and quality in all our professional activities, our commitment to conduct our activities in compliance with ethical standards and our desire to always provide the best possible service to our clients and all our stakeholders.

CACEIS has rolled out a competition compliance programme	**CACEIS has never been convicted or subject to fines for corruption and bribery.**

[13] Working every day in the interest of our customers and society
[14] Corporate Social Responsibility - CACEIS

FIGHT AGAINST CORRUPTION AND INFLUENCE PEDDLING

In 2017, Crédit Agricole Group was the first French bank to receive ISO 37001 certification, an anti-corruption management system certification. This certification covers all CACEIS Group businesses and functions. The CACEIS Group's anti-corruption system is based on a dedicated governance, updated risk maps and a comprehensive risk management system. This risk management system includes:

- an Anti-Corruption Code of Conduct describing the appropriate behaviours to be adopted by employees;
- an internal whistleblowing system;
- a third-party evaluation system;
- and a dedicated training programme.

WHISTLEBLOWER SYSTEM

CACEIS gives to all its employees and partners the opportunity to activate the internal whistle-blowing system if they witness or are victims of serious incidents or actions that are against the Code of Conduct, using Crédit Agricole Group's whistleblowing platform.

The internal whistleblowing system also guarantees the protection of the whistleblower if the whistle-blower reports in good faith.

This whistleblowing platform is secure and accessible 24/7 from a work or personal computer and is open to all individuals. It guarantees total confidentiality of the information contained in the report and of the whistleblower's identity through data encryption.

This platform makes it possible to expose the facts and exchange with the persons in charge of processing the alert via the secure "dialog box", while protecting the identity of the whistleblower who can choose to remain anonymous.

Any report is handled with the greatest attention by the persons in charge of processing alerts within Compliance or the Human Resources Department who are subject to a confidentiality commitment.

When activated in good faith, the whistleblowing system protects whistleblowers, their colleagues, clients and CACEIS Group.

OUR TRAINING

Employee training and awareness-raising training programmes are rolled out within CACEIS group. They improve understanding of the legal framework and help to identify challenges and responsibilities of each person.

NAME OF THE TRAINING	COMPLETION	PERIMETER
Mandatory general Compliance training for all Group employees: Fight against corruption	98.7%	P3 + Luxcellence Management Company SA
Mandatory general Compliance training for all Group employees: International sanctions	99.7%	P3 + Luxcellence Management Company SA
Mandatory general Compliance training for all Group employees: Anti-money laundering and the financing of terrorism	98.2%	P3 + Luxcellence Management Company SA
Mandatory general Compliance training for all Group employees: Professional ethics and ethics	98.2%	P3 + Luxcellence Management Company SA
Mandatory general Compliance training for all Group employees: Quiz ethics and you	100%	P3 + Luxcellence Management Company SA

OUR CYBERSECURITY

Cybersecurity is of the highest importance at CACEIS. As a custodian and depositary bank, responsible for its clients, it must ensure the security of its information systems. Based on international standards and regulatory requirements, CACEIS implements several layers of information system security mechanisms to meet clients' needs.

At CACEIS, the Information System Security Resilience (ISSR) direction is in charge of overseeing all themes related to information system security of CACEIS Group by:

- Defining and implementing CACEIS' security strategy;
- Defining and controlling CACEIS' security policies' compliance;
- Supporting business lines projects and raising employees' awareness on security matters;
- Managing security alerts.

As a Crédit Agricole Group company, CACEIS uses the Information Systems Security Policies (ISSPs) and security standards transmitted by the Crédit Agricole Group. Complementary ISSPs, adapted to the specific needs of the company and built on corporate governance practices and recommendations, were also approved by the Executive Committee and deployed uniformly throughout CACEIS. The Chief Information Security Officer (CISO) has been appointed by the General Management to define, implement and monitor CACEIS IS' security and resilience strategy.

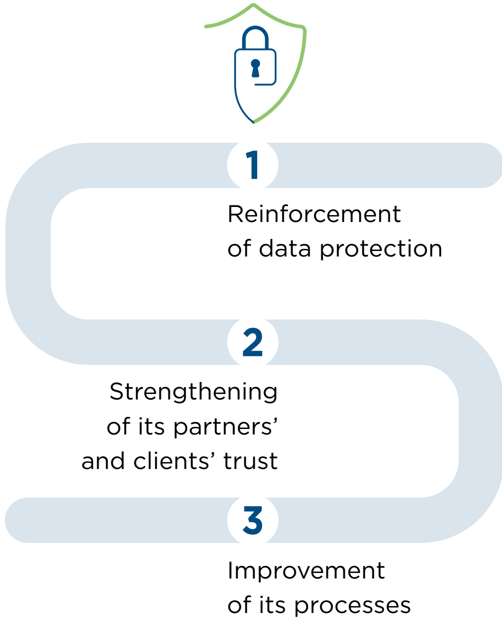
Being compliant with NIST (National Institute of Standards and Technology) framework for governance of Information Systems security, CACEIS security structure can be illustrated around five pillars of risk mitigation:

1 IDENTIFY
2 PROTECT
3 DETECT
4 RESPOND
5 RECOVER

In fact, the security of information systems at CACEIS relies on a set of organisational and technical measures implemented to protect the information system's components. These measures include prevention, detection and response to any malicious IT activity or oversight that could affect confidentiality, integrity or availability of systems and data, especially to assure authenticity, accountability, responsibility and reliability of operations.

Regarding training on cybersecurity, employees had to follow a new mandatory training on the fundamentals of cybersecurity in 2024. This training is mandatory for all new joiners and needs to be completed again every three years. In addition, several awareness activities are in place such as phishing exercises and online awareness sessions.

CACEIS received the ISO 27001 certification in April 2025. This international standard defines the requirements for establishing, implementing, maintaining and improving an Information Security Management System (ISMS). By getting certified for the entirety of its business activities, CACEIS can ensure:



In addition, CACEIS conducted an external assessment of compliance with the European Regulation DORA in July 2025. With a focus on organisations operating in the financial sector, DORA aims at strengthening the digital operational resilience against information and communication technology risks such as cyber-attacks. As proven by the successful completion of the assessment in the ISAE 3000 Type I internal control report, CACEIS can rely on processes and controls complying with high security and reliability standards in the management of its activities and data.

06

ENHANCING SUSTAINABILITY IN OUR SUPPLY CHAIN

06 ENHANCING SUSTAINABILITY IN OUR SUPPLY CHAIN

In 2010, Crédit Agricole S.A. signed the **Responsible Purchasing Charter**, which brings together the main commitments of the Crédit Agricole Group, taking into account the integration of environmental issues towards its suppliers. Since 2023, **this charter has been appended to all CACEIS supplier contracts** and recalls the reciprocal commitments based on the fundamental principles of the United Nations Global Compact. A clause on respect for human rights, environmental protection, and the fight against corruption completes the Charter.

Crédit Agricole S.A is committed to achieving 40% of its external spending on goods and services and fixed assets with suppliers having set GHG reduction targets by 2027. CACEIS is contributing to this objective.

Furthermore, the Crédit Agricole Group has developed a **Responsible Purchasing Policy**. It aims to take into account both the legitimate need and the economic, social, and environmental aspects of the response to this need, while ensuring a balance in the relationship between the Company and its Suppliers.

CACEIS, fully integrated into this strategy, implements the Crédit Agricole Group's Responsible Purchasing Policy.

Here are the **principles of the Responsible Purchasing Policy:**

1. Adopt responsible behaviour in the supplier relationship
2. Contribute to the economic competitiveness of the ecosystem
3. Constantly ensure the quality of relationships with suppliers
4. Integrate environmental and social aspects into our purchases
5. Act for the transition to a low-carbon economy
6. Integrate this Responsible Purchasing Policy into existing governance systems

ENHANCING SUSTAINABILITY IN OUR SUPPLY CHAIN

The supplier's CSR approach is **an integral part of the RFP process**. Within the evaluation framework, the CSR score carries a weighting of 15% minimum that includes EcoVadis scoring (or equivalent), inclusive procurement and other climate impacts. Suppliers with low CSR ratings are required to implement a CSR improvement plan within the year following the assessment. For categories identified as having a high level of CSR risk, an external rating is mandatory.

DATA POINTS	2024	2025
Average payment terms (in calendar days)	29.6 days	**24.4 days**
Percentage invoices paid within the Group's standard deadlines (by number)	92%	**95%**
Number of legal proceedings currently outstanding for late payments	0	**0**

07

CARING FOR OUR LOCAL COMMUNITIES

LOCAL STOP CACEIS IN BELGIUM

SOLIDARITY DAYS: CLEANING BRUSSELS' CANAL BY KAYAK

As part of the Solidarity Days initiative, CACEIS employees in Belgium took part in an environmental action organised with Degroof Petercam, Amundi and CA Indosuez. Over three days at the end of September and early October 2025, volunteers joined the "City to Ocean" project to help clean the Senne river (the Brussels canal) and raise awareness about plastic pollution and biodiversity preservation.

While often perceived as a purely urban waterway, the Brussels canal is in fact a rich ecosystem, home to 39 bird species and 19 fish species, making it a vital ecological corridor through the city. After an introduction on the environmental challenges affecting the canal, participants set out on kayaks to collect litter directly from the water. The activity combined teamwork and environmental engagement, allowing employees to take concrete action for their local ecosystem.

By contributing to the collection and sorting of waste, volunteers supported the City to Ocean initiative, which works towards a cleaner canal where nature can thrive alongside urban life.

"Let us continue to change things to live in a better world. Let's change our habits to consume better."

Audrey DERIDDER
Local CSR-ESG Representative – CACEIS in Belgium

LOCAL STOP CACEIS IN CANADA

DIVERSITY DAY: CELEBRATING CULTURAL DIFFERENCES AND BUILDING AN INCLUSIVE WORKPLACE

In 2025, CACEIS in Canada organised two **Diversity Day events**, reflecting the entity's commitment to embedding ESG and inclusion practices within this growing office. Following a successful first edition in April, a second event was held on December 4th under the theme **"Cultural Differences,"** bringing employees together to celebrate the diversity of backgrounds represented within the team.

Through a **cultural potluck** where employees shared traditional dishes, wore cultural attire and participated in an interactive world map activity highlighting their countries of origin, the initiative fostered dialogue, mutual understanding and sense of belonging. The aim was to create space for employees to share their heritage and personal stories, then to strengthen team cohesion and reinforce its commitment to build an inclusive and respectful workplace culture.

"We are proud to create a diverse work environment in which our dear colleagues from 26 different nationalities can thrive."

Nawel OUCHENE and Selda KARACA
Local CSR-ESG Representatives – CACEIS in Canada

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LOCAL STOP
CACEIS IN FRANCE

PARTNERING WITH ANNE CARON: SUSTAINABLE COFFEE WITH MEASURABLE IMPACT

In 2025, CACEIS in France, among other entities of Crédit Agricole Group in Montrouge, strengthened its commitment to **responsible procurement by partnering with Anne Caron**, an award-winning coffee roaster and Meilleur Ouvrier de France (prestigious French competition that recognises the highest level of craftsmanship in trades and professions), recognised for its responsible practices.

Through **agroforestry** systems, where coffee trees are cultivated alongside other trees, coffee production actively contributes to preserving biodiversity, improving water retention, capturing carbon and reducing climate impact. In 2025, the coffee consumed by CACEIS in France was sourced from agroforestry plantations, contributing to more sustainable farming practices.

Transport choices further reduced environmental impact. By opting for **sail-powered maritime freight** for a part of our consumption, a solution that significantly reduces CO_2 emissions compared to conventional shipping, a portion of our coffee was transported with minimal carbon footprint. Finally, circular economy principles were applied locally. A total of 1,287 kg of coffee grounds were collected and **revalorised** by our partner. Instead of becoming waste, the grounds were transformed into enriched agricultural soil for example. This contributes to a virtuous circle where resources taken from the earth are returned to the soil.

Through this partnership, CACEIS in France demonstrates how everyday operational choices can contribute to supporting biodiversity and sustainable agriculture.

> *"For responsible eating, it is important to consume products that respect the principles of sustainability and ethics. Sustainable coffee, for example, is a choice that contributes to the preservation of ecosystems and the protection of natural resources. By opting for coffees grown under environmentally friendly conditions, such as agroforestry, or by choosing brands that adhere to fair trade standards, our partnership has a positive impact on the environment and local communities."*

Jean-François PORCU
Local CSR-ESG Representative – CACEIS in France

LOCAL STOP
CACEIS IN GERMANY

COMPANY OF THE YEAR - PROMOTING GENDER EQUALITY

On October 21st, 2025, CACEIS in Germany was awarded **"Company of the Year"** at the **Fondsfrauen Awards in Frankfurt**, recognising its concrete commitment to **gender equality** within the financial sector.

With 50% female representation on its Executive Committee and 46% across its overall workforce, **the entity significantly exceeds the financial sector average**, demonstrating tangible progress towards balanced leadership and inclusive workplace practices.

CACEIS in Germany was also represented in the **"Woman of the Year"** category, where **Regina Townsend**, Head of Banking Services & Operations and Executive Committee member, **was nominated among the top three finalists**. Her nomination recognised her dedication to fostering diversity and delivering strong leadership performance.

FONDS FRAUEN
EMPOWERING WOMEN IN FINANCE

LOCAL STOP
CACEIS IN GERMANY

WOMEN NETWORK – STRENGTHENING INCLUSION AND PROFESSIONAL ENGAGEMENT

In 2025, the CACEIS in Germany **Women Network** advanced gender equality and inclusive leadership through targeted initiatives. The event **"United in Diversity - A Global Celebration"** fostered intercultural dialogue and collaboration between entities of Crédit Agricole Group, reinforcing a culture of openness and respect. The annual year-end event in Munich further supported professional exchange and discussions on **women's career development in finance**, strengthening networks across CACEIS and the industry. These initiatives demonstrate the company's commitment to embedding **diversity and inclusion into everyday corporate life**.

This distinction and these initiatives reflect CACEIS consistent commitment to advancing gender equality and fostering an inclusive workplace culture.

"For me, ESG is less a framework and more a mindset: sustainability emerges where people collaborate with respect, where decisions are made transparently, and where responsibility is not delegated but shared. In that sense, ESG is an opportunity to consciously shape how organisations work — through strong governance, and a culture where long-term thinking becomes part of our everyday decisions."

Liviu ROSU
Local CSR-ESG Representative – CACEIS in Germany

LOCAL STOP
CACEIS IN IRELAND

LOCAL SPONSORSHIP SUPPORTING COMMUNITY IMPACT: ST PAUL'S CBS SECONDARY SCHOOL – CLASSROOM PROJECT

In 2025, CACEIS in Ireland participated in several projects in collaboration with *basis.point*, a charitable initiative founded by the Irish funds industry. *basis.point* works to tackle educational inequality by providing opportunities for disadvantaged young people, through fundraising and partnerships with local businesses and corporates. Since its inception, basis.point has helped 93,000 young people to reach their potential through education, supported 1,200 parents and guardians to give their families the best possible start in their educational journey, and partnered with 125 corporate supporters to advance their ESG goals. Together, they have raised and committed €8.5 million to education, delivering long-term sustainable impact in communities across Ireland.

Building on our collaboration with *basis.point*, and as part of our ongoing community investment programme, CACEIS employees volunteered over two days, on October, at St Paul's CBS Secondary School (Dublin) to refresh and repaint classrooms. Colleagues from across the business dedicated their time and skills to improving the condition of several learning spaces, helping to create a brighter, cleaner and more welcoming environment for students and teachers.

LOCAL STOP
CACEIS IN IRELAND

"CACEIS in Ireland is successfully continuing to embed ESG into its mindset and culture. Increasing employee ESG engagement is one of our strategic objectives for 2026. We are pleased to share with you our achievements for 2025. Our goal is to make changes that benefit our colleagues and clients, while improving society and our environment today and for the future, as we continue to grow our business."

Anne DEEGAN
Chair of the local CSR-ESG Committee – CACEIS in Ireland

One volunteer, Niamh BRENNAN, reflected on her day of painting and decorating:

"This experience enabled me to step outside my comfort zone, collaborate with colleagues I wouldn't normally work with and give back to the community. It was great to receive such positive feedback from the school on our classroom painting project."

This initiative supports the social dimension of our ESG strategy by contributing to improved learning conditions in a school serving a diverse student population. It also reflects our commitment to building long term relationships with community partners and supporting education as a key driver of sustainable development.

LOCAL STOP
CACEIS IN ITALY

ACTIVE VOLUNTEERING WITH PANE QUOTIDIANO/ SUPPORTING VULNERABLE COMMUNITIES IN MILAN

In March 2025, employees from CACEIS in Italy took part in five half-day **volunteering sessions with Pane Quotidiano**, a non-profit association founded in Milan in 1898 that **provides free daily food support** to people experiencing poverty and vulnerability. From 7:30 a.m. to 11:30 a.m., CACEIS volunteers supported the distribution of essential food items to hundreds of beneficiaries, contributing directly to the association's daily operations.

"Taking part in Pane Quotidiano's volunteering activities was an intense and moving experience. It wasn't just about offering food, but about giving a moment of humanity to those facing hardship. A simple smile, a kind word and a look of understanding are often worth as much as the food itself." – Costantino ZICCARDI, CSR-ESG Ambassador at CACEIS in Italy.

Since 2018, CACEIS in Italy has supported Pane Quotidiano through **donations, food collections and active volunteering.** This long-standing partnership helps to address food insecurity at a local level and contributes to reducing food waste by redistributing unsold or near-expiry products from supermarkets. Through these collective efforts, CACEIS in Italy reinforces its commitment to solidarity and social responsibility, in line with the Group's values.

LOCAL STOP
CACEIS IN ITALY

"Our volunteer engagement in support of the most fragile local realities is embedded within our corporate social responsibility framework, with the aim of fostering cohesion, opportunity, and inclusive long-term growth."

Barbara COLOMBO
Local CSR-ESG Representative – CACEIS in Italy

LOCAL STOP CACEIS IN LUXEMBOURG

RALLYING FOR HEALTH AND INCLUSION: RELAIS POUR LA VIE (RELAY FOR LIFE) & SOLIRUNBIKE

In 2025, CACEIS in Luxembourg participated in two solidarity events, bringing employees together around the values of inclusion, teamwork, and collective effort.

In March, CACEIS employees joined the Relais pour la Vie (Relay for Life), a leading solidarity event organised by the Luxembourg Fondation Cancer (Cancer Foundation) to support cancer patients and research. Alongside other entities from Crédit Agricole Group, Luxembourg employees took part in three different ways: in person for a 24-hour relay, remotely by running or cycling from wherever they were, or by joining an organised hike through the Mullerthal region. Besides, CACEIS in Luxembourg contributed with a donation to the Fondation Cancer. Among remote and hiking participants alone, a combined 906 km and logged 73 hours of effort: a strong show of solidarity and endurance.

RELAIS POUR LA VIE

LA LIGUE CONTRE LE CANCER

LOCAL STOP
CACEIS IN LUXEMBOURG

In June, CACEIS in Luxembourg took part in the 7th edition of the SoliRunBike, a solidarity orienteering race held in the Luxembourg town centre. Teams of 2 to 5 participants competed for one hour, alternating between running and cycling to collect as many markers as possible. In partnership with the Back To Sport association, participants with disabilities were integrated into the teams, turning the event into a true celebration of inclusion and collective spirit.

Together, these two events reflect CACEIS in Luxembourg's ongoing dedication to supporting its communities, whether in the fight against cancer or in promoting social inclusion through sport.

"Like Pandora's box, even after the world's troubles have been released, hope remains. In a time filled with reasons to doubt, by holding onto that hope, our sustainable actions help turning today's challenges into tomorrow's opportunities."

Yvette LOPES
Local CSR-ESG Representative – CACEIS in Luxembourg

LOCAL STOP
CACEIS IN MALAYSIA

TEXTILE RECYCLING & UPCYCLING - ADVANCING THE CIRCULAR ECONOMY

In 2025, CACEIS in Malaysia strengthened its commitment to environmental transition by partnering with Kloth Circularity, a Malaysian social enterprise championing textile reuse through a circular economy model. This collaboration reflects our focus on translating sustainability principles into tangible local action.

Through a Fabric Recycling Drive, employees collected 260 kg of unwanted textiles, preventing fabric waste from ending up in landfills and contributing to circular material recovery. The initiative not only supported waste diversion efforts but also extended the lifecycle of materials through reuse and redistribution.

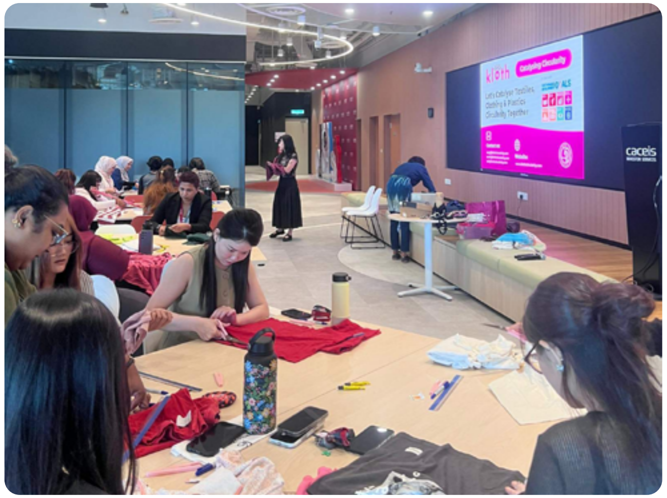
LOCAL STOP
CACEIS IN MALAYSIA

Recognising that sustainable impact requires behavioural change, CACEIS in Malaysia went a step further by organising two upcycling workshops in November 2025, held in conjunction with Malaysia's National Recycling Day. A total of 40 employees participated, transforming used t-shirts into functional everyday items. These hands-on sessions deepened awareness of the environmental footprint associated with textile production — from water consumption to carbon emissions — and encouraged more mindful consumption practices aligned with the 3Rs: Reduce, Reuse and Recycle.

By integrating recycling, education, and practical skill-building, CACEIS in Malaysia moved beyond one-off environmental activities to foster a culture of conscious consumption. This initiative demonstrates how collective employee engagement can drive measurable environmental outcomes while supporting local circular economy ecosystems.

> *"In 2025, our recycling and upcycling initiatives demonstrate how ESG becomes meaningful when embedded into everyday actions. By diverting waste from landfills, supporting a local circular enterprise, and encouraging more responsible consumption, we translated commitment into measurable impact. Our next step is to integrate circular practices more systematically into our workplace."*

LIM Chin Shen
Local CSR-ESG Representative – CACEIS in Malaysia



LOCAL STOP CACEIS IN THE NETHERLANDS

ESG SEMINAR AND CLIENT ENGAGEMENT EVENT

On May 21st, 2025, CACEIS in The Netherlands hosted a dedicated **client event** combining sustainability expertise and relationship building. The event began with an **ESG seminar where internal and external experts shared insights on Environmental, Social and Governance challenges** from diverse perspectives. During this seminar, CACEIS presented its CSR approach and one-stop-shop solution in terms of ESG monitoring and reporting. The seminar concluded with a dynamic panel discussion, during which clients actively engaged, asked questions and exchanged views with speakers. This high level of participation reflected strong interest in ESG topics and showed CACEIS's role as a trusted partner in terms of sustainability.

The event continued with the **annual Jeu de Boules client competition**, creating an informal setting to strengthen relationships and encourage networking. By combining expert knowledge sharing with collaborative engagement, CACEIS in The Netherlands want to assure responsible business practices and long-term client partnerships.

"I truly believe organisations move forward when they keep inspiring each other by sharing their ESG ideas, lessons, and perspectives. And when we can add a bit of fun to that exchange, it becomes a real win-win for everyone involved."

Wendy ZWANIKKEN
Local CSR-ESG Representative – CACEIS in The Netherlands

LOCAL STOP
CACEIS IN SPAIN

OFFICE LIGHTING MODERNISATION AND IT EQUIPMENT RECYCLING

In 2025, CACEIS in Spain implemented **concrete measures to reduce its environmental footprint** through improved energy efficiency and circular waste management.

As part of an **office modernisation project**, conventional lighting was replaced with **LED technology**. This upgrade reduced installed power by 63%, from 40.07 kW to approximately 14.84 kW, generating annual energy savings of around 85,000 kWh. This initiative significantly lowers electricity consumption and contributes to reducing the entity's overall carbon footprint.

In parallel, CACEIS in Spain reinforced its commitment to circular economy practices through an **IT equipment recycling initiative**. A total of 34 devices were collected and responsibly recycled by being sold to interested employees, with the proceeds subsequently allocated to charitable purposes. By extending the life cycle of electronic equipment and ensuring proper reuse and recycling, the initiative helped reduce electronic waste while creating additional value in the form of cash donations. The amounts collected through this and similar initiatives were matched by CACEIS through additional cash donations, effectively doubling their impact. In total, support was provided in 2025 to four charities: Nadiesolo Voluntariado (Solidarity & Social exclusion prevention), Fundación Soñar Despierto (Youth support & Social care), Valcude Alcobendas (Basketball & Disability inclusion), and Fundación Aladina (Pediatric cancer & Family support).

"Local action is key to global impact: at CACEIS in Spain, we contribute to the sustainability strategy of CACEIS and Crédit Agricole by delivering concrete, measurable initiatives embedded in our daily operations."

Luis DUCASSE SUAREZ
Local CSR-ESG Representative – CACEIS in Spain

LOCAL STOP
CACEIS IN SWITZERLAND

LOCAL SPONSORSHIP SUPPORTING COMMUNITY IMPACT

In 2025, CACEIS in Switzerland strengthened its local engagement through its annual **CSR-ESG Sponsorship Initiative**, supporting organisations in Nyon and Zurich aligned with its community, inclusion and social impact priorities.

Following an internal call for proposals open to all employees, 10 initiatives were submitted and reviewed for local relevance and CSR alignment. Employees participated in a company-wide vote, and the final selection was validated by the local CSR-ESG Committee to ensure balance, impact and consistency with the ONE CACEIS CSR-ESG strategy.

Donations were allocated **across five organisations** promoting social inclusion, youth development, community sport and cultural access. Supported initiatives include projects benefiting sick children, inclusive local sports clubs, a community photography project in Nyon, and a family-run football club, fostering respect and fair play across generations.

In addition, CACEIS in Switzerland continues to contribute **annually to the CA Indosuez Foundation Citizen Days**, further reinforcing its long-term commitment to local communities.

LOCAL STOP
CACEIS IN SWITZERLAND

By distributing support across multiple initiatives, CACEIS in Switzerland maximises its local impact by giving back to the community where it operates.

ORGANISATION	PROJECT FOCUS
Golfons pour eux	Support sick children
Zurich Race	Local sports event
Nyon Handball La Cote	Community sports club
FOCALE	Photography of the Nyon people project
Sport Lausanne Benfica	Family-run football club

"At CACEIS in Switzerland, sustainability is rooted in local action. Through our local sponsorship initiative, CACEIS in Switzerland translates its ESG commitments into tangible community impact. By combining employee participating with a structured governance approach, we ensure that our local support creates measurable and lasting value."

Anyu HARRINGTON
Local CSR-ESG Representative – CACEIS in Switzerland

LOCAL STOP CACEIS IN THE UNITED KINGDOM

PROMOTING MENTAL HEALTH AWARENESS AND SUPPORT

In 2025, CACEIS in the UK reinforced its commitment to employee wellbeing by developing a network of trained Mental Health First Aiders. Five volunteers, certified through the internationally recognised Mental Health First Aid (MHFA) programme, are now available to support colleagues and contribute to a more open and supportive workplace culture.

Mental Health First Aid is designed to equip individuals with the skills to recognise early signs of mental health challenges, provide initial support through active listening and empathy, and guide people towards appropriate professional help where needed. MHFAiders act as approachable and confidential points of contact, helping to create a safe, confidential and non-judgmental space for discussion. Their role also includes raising awareness, reducing stigma and encouraging open conversations around mental wellbeing.

By embedding mental health support within the workplace, CACEIS in the UK strengthens its health and well-being strategy, fostering an environment where employees feel listened to, supported and empowered to take care of their own wellbeing and that of others.

"The UK branch is committed to supporting its clients and communities with their sustainability goals, as well as providing education on ESG and climate change across the industry. The organisation is proud to be committed to the latest environmentally friendly standards, as well as effecting societal impact through our staff training sessions, and support of local charitable initiatives, that have a lasting positive community impact."

Scott FOSTER
Local CSR-ESG Representative – CACEIS in the United Kingdom

08

CONCLUSION

CONCLUSION

Géraldine VALENTINI
Group Head of CSR-ESG
at CACEIS

Bringing sustainability to the heart of our society is a long journey, and we are already on that path.

The dramatic consequences of climate change, rising social inequalities and growing geopolitical tensions remind us every day that ESG is not a passing trend: it is our license to operate, now and for the future.

At a time when some are stepping back, we choose to move decisively forward.

By reducing our environmental footprint, protecting nature, anticipating climate & transition risks, fostering inclusion and strengthening our governance, we are safeguarding our capacity to generate sustainable, long-term growth.

Our clients, regulators and investors expect responsible, resilient, and forward-looking partners – and we are determined to meet and exceed that expectation.

Now, more than ever, it is the time for collective action to build a sustainable future, together.

09

GLOSSARY

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B

Biodiversity

The variety of all living organisms on Earth as well as the ecosystems they form.

Biodiversity sensitive area

Based on the VSME standard, biodiversity sensitive areas include: Natura 2000 network of protected areas, UNESCO World Heritage sites and Key Biodiversity Areas ('KBAs'), as well as other protected areas, as referred to in Appendix D of Annex II to Commission Delegated Regulation (EU) 2021/2139 (as amended).

C

Carbon dioxide equivalents (CO_2e)

Gases measured to show the overall impact of all greenhouse gases, not just CO_2.

Carbon footprint

The "amount of carbon dioxide (CO_2) emissions associated with all the activities of a person or other entity (e.g. building, corporation, country). It includes direct emissions, such as those that result from fossil-fuel combustion in manufacturing, heating, and transportation, as well as emissions required to produce the electricity associated with goods and services consumed"[15].

Compensation and benefits

Rewards employees receive in return for their work, including direct pay (wages) and indirect rewards (health insurance, bonuses, retirement plans and other perks).

Corporate Social Responsibility (CSR)

A management concept whereby companies integrate social and environmental concerns in their business operations by implementing measures to meet the challenges of sustainable development.

Custodian Bank

A financial institution responsible for safeguarding clients' financial assets, such as securities and cash, and providing services including settlement, safekeeping, reporting and corporate actions processing.

D

Decarbonisation

The process of reducing or eliminating carbon dioxide (CO_2) and other greenhouse gas emissions resulting from human activities, particularly through energy efficiency, transition to renewable energy, and low-carbon technologies.

Depositary Bank

A financial institution appointed to oversee the safekeeping of assets and the monitoring of certain activities of investment funds, ensuring compliance with applicable regulations and protecting investors' interests.

E

European Green Deal

The European Union's roadmap to make Europe climate-neutral by 2050, aiming to reduce GHG emissions by at least 55% by 2030 compared to 1990 levels.

[15] Carbon footprint | Definition, Examples, Calculation, Effects, & Facts | Britannica

G

GHG emissions

Greenhouse Gas emissions are emissions that trap the heat in the atmosphere. These include carbon dioxide (CO_2) or methane (CH_4), nitrous oxide (N_2O) and fluorinated gases such as chlorofluorocarbons.

GHG (Greenhouse Gas) intensity

Amount of GHG emissions produced per unit of economic activity (e.g. per GDP) or per unit of output (e.g. per product).

GHG protocol

A globally recognised standard for measuring and reporting GHG emissions developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

I

IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services):

An independent intergovernmental body that assesses the state of biodiversity and ecosystem services to inform policy and decision-making.

IPCC (Intergovernmental Panel on Climate Change)

A United Nations body that provides scientific assessments on climate change, its impacts, and possible mitigation and adaptation strategies.

M

Modern slavery and human trafficking statement

A public statement required under the UK Modern Slavery Act 2015. It sets out the steps an organisation has taken to identify, prevent and address the risks of modern slavery and human trafficking within its business and throughout its supply chain.

N

NBI (Net Banking Income)

It measures the balance between bank operating revenues and expenses.

O

Operating Footprint

Carbon emissions excluding financing and investments.

P

PCAF (Partnership for Carbon Accounting Financials)

A global initiative bringing together financial institutions committed to measuring and disclosing the greenhouse gas (GHG) emissions associated with their financial activities (Scope 3, Category 15). PCAF provides a standardised methodology enabling institutions to assess and report these financed emissions.

R

Renewable Energy

Energy derived from natural sources that are replenished at a higher rate than they are consumed, such as solar, wind, hydro, geothermal or biomass energy.

Responsible Purchasing

Practice of sourcing and purchasing goods and services in a way that considers ethical, social and environmental impacts throughout the supply chain.

S

SBTi (Science Based Targets Initiative)

A corporate climate action organisation driving science-based climate action in the corporate sector consistent with limiting warming to 1.5°C.

Sustainability

The ability to meet present needs without compromising the ability of future generations to meet their own needs. In this report, sustainability refers to the integration of environmental, social and governance (ESG) considerations into business strategy and operations to ensure long-term value creation.

Sustainable IT

Practice of designing, using and disposing of information technology in a way that reduces its environmental impact.

U

UN Global Compact

A United Nations initiative launched in 2000 to encourage businesses to align their strategies and operations with universal principles on human rights, labour, environment, and anti-corruption.

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CATEGORY	TOPIC	SUB-TOPIC	DATA POINT	UNIT	2024	2025	VARIATION
Environment	GHG emissions & Energy	Total GHG emissions	Total GHG emissions from scopes 1, 2, 3.6	tCO_2e	7 589	**4 527**	-40%
		GHG emissions per Full Time Equivalent (FTE)	Total GHG emissions from scopes 1, 2, 3.6 / FTE[16]	tCO_2e/FTE	1.01	**0.60**	-41%
		GHG emissions per Million Euros of Net Banking Income	Total GHG emissions / M€ of Net Banking Income	tCO_2e/M€ of NBI	3.64	**2.16**	-41%
		Scope 1	Total GHG Emissions from Scope 1	tCO_2e	553	**440**	-21%
			Share of Scope 1 GHG emissions / Total GHG emissions	Ratio	7	**10**	33%
		Scope 2 (market based)	Total GHG Emissions from Scope 2	tCO_2e	2 548	**1 945**	-24%
			Share of Scope 2 GHG Emissions / Total GHG emissions	Ratio	33	**43**	28%
		Scope 3	Scope 3.1 – Purchased goods and services + Scope 3.2 Capital Goods	tCO_2e	66 501	**N/A**[17]	N/A
			Scope 3.6 - Business travels		4 488	**2 143**	-52%
		Energy	Total energy consumption - Electricity & gas	MWh	18 344	**16 569**	-10%
			Renewable energy consumption		7 849	**8 823**	12%
			Share of Renewable energy consumption / Total energy consumption	Ratio	43	**53**	24%
			GHG emissions (market based) from Total energy consumption	tCO_2e	3 044	**2 340**	-23%

[16] To calculate this data point, the total workforce in full-time equivalents includes permanent and fixed-term employees, apprentices, temporary workers, interns and International Corporate Volunteers.

[17] Not available

CATEGORY	TOPIC	SUB-TOPIC	DATA POINT	UNIT	2024	2025	VARIATION
Environment	Resources	Water	Total water consumption	m^3	32 496	**33 075**	1.8%
			Water consumption - Mexico		475	**677**	43%
			Water consumption per FTE - Mexico	m^3/FTE	5.2	**6.5**	25%
			Water consumption - Spain	m^3	1 357	**1 279**	-6%
			Water consumption per FTE - Spain	m^3/FTE	4.4	**4.3**	-2%
			Water consumption - Belgium	m^3	1 426	**473**	-67%
			Water consumption per FTE - Belgium	m^3/FTE	18.8	**6.6**	-65%
		Surfaces	Occupied surface area	m^2	112 680	**116 708**	4%
			Certified surface area		45 810	**49 085**	7%
			Share of Certified surface area / Occupied surface area	Ratio	41	**42**	3%
		Waste	Amount of waste collected	Ton	165	**206**	24%
			Amount of waste reused, recovered or recycled		113	**157**	39%
			Share of waste reused, recovered or recycled / Waste collected	Ratio	68.2	**76.1**	12%
Social	Workforce	Number of employees per type of contract(headcounts)	Total number of employees	Number	6 794	**6 607**	-2.7%
			Total number of permanent contracts		6 212	**6 102**	-1.8%
			Total number of temporary contracts		582	**505**	-13%
		Number of employees per gender (headcounts)	Number of male employees	Number	3 612	**3 508**	-2.9%
			Number of female employees		3 182	**3 099**	-2.6%
			Percentage of female employees out of the total of permanent contracts	Percentage	47.47	**47.30**	-0.4%
			Percentage of female employees out of the total of temporary contracts		40.06	**41.21**	2.9%

CATEGORY	TOPIC	SUB-TOPIC	DATA POINT	UNIT	2024	2025	VARIATION
Social	Workforce	Number of employees per country (headcounts)	Belgium	Number	72	**69**	-4.2%
			France		2 036	**1 955**	-3.9%
			Germany		514	**505**	-1.7%
			Ireland		305	**283**	-7.2%
			Italy		94	**96**	2.1%
			Jersey		13	**12**	-7.7%
			Luxembourg		1 801	**1 771**	-1.7%
			Malaysia		1 193	**1 251**	4.8%
			The Netherlands		296	**240**	-19%
			Spain		269	**254**	-5.6%
			Switzerland		90	**86**	-4.4%
			The United Kingdom		111	**85**	-23%
		Workforce located outside of France	Percentage of workforce located outside of France	Percentage	70	**70**	=
	Health & Security	Workplace accidents	Number of workplace accidents	Number	22	**34**	55%
		Fatalities as a result of work-related injuries and work-related ill health	Number of fatalities as a result of work-related injuries and work-related ill health		0	**0**	=
	Social dialogue	Formal collective agreements concerning working conditions	Percentage of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	Percentage	100	**100**	=
	Compensation	Salary equal to or higher than the minimum wage in force in their country of employment	Percentage of employees receiving a salary equal to or higher than the minimum wage in force in their country of employment	Percentage	100	**100**	=
	Training	Average hours of training per employee per year	Average hours of training per employee per year	Number	27.4	**30.7**	12%
		Average hours of training per employee per gender	Average hours of training per female		26.3	**30.7**	17%
			Average hours of training per male		29.4	**30.8**	4.8%

CATEGORY	TOPIC	SUB-TOPIC	DATA POINT	UNIT	2024	2025	VARIATION
Social	Career & Mobility	Turnover	Turnover ratio[18]	Ratio	16.11	**9.93**	-38%
	Diversity & Inclusion	Women on the Executive Committee	Percentage of women in the Executive Committee	Percentage	8	**14.3**	6.3%
		Gender pay gap	Gender pay gap ratio	Ratio	15.1	**16**	6%
			Gender equality index[19]	Index	89	**89**	=
	Human Rights	Serious human rights incidents in the workforce	Number of serious human rights incidents in the workforce	Number	0	**0**	=
Governance	Convictions and fines for corruption and bribery	Convictions for violating anti-corruption laws	Number of convictions	Number per year	0	**0**	=
			Total amount of fines	Amount of fines per year	0	**0**	=
	Revenues from certain sectors and exclusion from EU reference benchmarks	Income from certain sectors	Revenue from sectors related to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons, and biological weapons)	Revenue per year	None	**None**	N/A
			Revenue from sectors related to tobacco cultivation and production		None	**None**	N/A
			Revenue from sectors related to fossil fuels (coal, oil, and gas)		None	**None**	N/A
			Revenue from sectors related to chemical production		None	**None**	N/A
		EU benchmark indices aligned with the Paris Agreement	Exclusion of EU benchmarks aligned with the Paris Agreement	Yes/No	No	**No**	N/A

[18] The calculation base in 2024 was impacted by the RBC integration which was not totally finalised.

[19] A professional equality index based on the French Law for the Freedom to Choose One's Professional Future with the goal to eradicate the pay disparities between men and women (applies only for employees working in France).

CATEGORY	TOPIC	SUB-TOPIC	DATA POINT	UNIT	2024	2025	VARIATION
Governance	Regulatory training	Mandatory general Compliance training	Mandatory general Compliance training for all Group employees: Fight against corruption	Percentage	100	**98.7**	-1.3%
			Mandatory general Compliance training for all Group employees: International sanctions		100	**99.7**	-0.3%
			Mandatory general Compliance training for all Group employees: Anti-money laundering and the financing of terrorism		100	**98.2**	-1.8%
			Mandatory general Compliance training for all Group employees: Professional ethics and ethics		100	**98.2**	-1.8%
			Mandatory general Compliance training for all Group employees: Quiz ethics and you		99	**100**	1%
	Sustainable procurement	Payments	Average payment terms (in calendar days)	Average number of days	29.6	**24.4**	-17.6%
		Legal proceedings	Number of legal proceedings currently outstanding for late payments	Number per year	0	**0**	0%
		Invoices	Percentage invoices paid within the Group's standard deadlines (by number)	Percentage	92	**95**	3.3%

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