

# Eight initiatives for a sustainable future

*Architects of Wealth*

SUSTAINABLE **'23**  
DEVELOPMENT REPORT

*Acting everyday  
towards a more  
sustainable society*



We are committed to **11** of the **17** Sustainable Development Goals set by the UN to achieve a better and more sustainable future for all by 2030.

### The context

## THE CSR COMMITMENTS OF THE CREDIT AGRICOLE GROUP

Our strategy is in line with that of the Crédit Agricole Group.

From 2019, the Crédit Agricole Group, whose global wealth management brand is Indosuez Wealth Management, is firmly committed to «acting in the interests of clients and society every day». It has developed its *Ambitions 2025* project in order to include social benefits in all its activities, businesses and processes.

In its own medium-term development plan, the Indosuez Group has also applied this commitment to its business activities to support entrepreneurs and their families around the world on their transition towards a more sustainable society.

## INDOSUEZ'S APPROACH TO CSR IS BASED ON THREE PILLARS

Our approach to Corporate Social Responsibility (CSR) is threefold:

- **Acting for the climate** on the way to a low-carbon economy,
- **Strengthening social cohesion and inclusion,**
- **Achieving successful transitions through innovation.**

We are leveraging all the drivers at our disposal to maximise our impact, involving our teams, our clients and the entire Indosuez Group ecosystem.

In 2020, we created a Societal Project Department in charge of defining and implementing our CSR strategy. Since then, we have been implementing it both at Group level and in all our sites (we are present in 11 countries around the world).

### WHAT IS CSR?

**Corporate Social Responsibility (CSR)** means that a company takes into account environmental, social and governance criteria in its strategy and decision-making.

The Indosuez Group's CSR strategy has **4** objectives:



### 2020

Creation of our **Societal Project Department** within the Indosuez Group. To ensure that our strategy is reflected in our decisions, **CSR is now an integral part of the governance of the Group's various entities (Executive Committee, Board of Directors).**



**Today,**  
**8 full time employees** manage our sustainable development initiatives through our entities.



*Contributing to  
environmental change  
and a greener economy*



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## Our eight initiatives

### 1. SUPPORTING THE ENVIRONMENTAL TRANSITION

Several interlinked factors are threatening the sustainability of our planet: climate change, loss of biodiversity, depletion of natural resources. The role of business has become crucial. They can actively contribute to the environmental transition and the creation of a greener economy by reducing their greenhouse gas emissions, changing their product offering or business model, and funding research and innovation.

Our approach is leveraging **three drivers** :

#### 1 - Managing our own footprint

In line with the Crédit Agricole Group's commitments (zero net emissions by 2050 in accordance with the Paris Agreement), the aim of our action plan is to reduce our greenhouse gas emissions based on three priorities: our digital footprint, the energy consumption of our buildings and staff travel.

The actions we have taken over the past four years are starting to show tangible results: Between 2019 and 2023, we will significantly reduce our electricity consumption and the number of miles travelled by air.

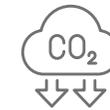
#### 2- Limiting the footprint of our investment portfolio

Most of our carbon emissions come from the investments we make on behalf of our clients. In order to limit these emissions, we are acting on two fronts: firstly, by shifting our offering towards more environmentally friendly investments and, secondly, by implementing a divestment policy (we have decided to apply a restrictive policy on coal-related activities from 2023). Half of the retail and specialised funds we manage in the European Union are now covered by Article 8 or 9 of the SFDR.

#### 3 - Reducing the environmental footprint of our financing portfolio

Environmental criteria are taken into account when granting loans. For our most committed clients, we can offer subsidised interest rates if demanding criteria are met.

## KEY FIGURES 2023



**8 978 T.eq.CO<sub>2</sub>\***  
is the carbon footprint of Indosuez in France in 2022.



**> 50 %**  
is the share of IT-related emissions in our carbon footprint, making it a priority.



**- 19 %**  
Reduction in Indosuez Group electricity consumption between 2019 and 2023.



**- 74 %**  
Reduction in air travel between 2019 and 2023.



**50%** of the funds we manage in the European Union are covered by Art. 8 or Art. 9 SFDR.



In Monaco, the **BD2M\*\* label** offers subsidised loans for investments in sustainable real estate under certain conditions.

\* 1 T.eq.CO<sub>2</sub> = quantity of greenhouse gases that have the same effect on the climate as one tonne of carbon dioxide.

\*\* BD2M stands for Sustainable Mediterranean Buildings of Monaco

*Enabling our clients  
to manage their wealth  
responsibly*



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## 2. STRENGTHENING OUR SUSTAINABLE FINANCE OFFERING

We believe in **empowering our clients to manage their wealth responsibly** by providing them with all the information they need. We focus on providing this information through our sales documentation and the tools available (Alto, Spektra - especially for our advisory clients - and e-banking).

**ESG criteria are part of all our offerings** (discretionary mandates, advisory, funds, structured products, private equity, real estate) and we are gradually developing new offerings to meet all our clients' needs, including an «impact» offering and «socially responsible» products. The ESG rating of securities is included in reports so that everyone can see the extra-financial performance of the underlying company.

## 3. SHARING OUR EXPERTISE WITH OUR CLIENTS

Information, awareness, advice: To share our expertise and exchange ideas, we encourage direct interaction with our clients, whether in the form of **one-on-one discussions** on CSR-related issues or at **thematic events** organised by the Group or our partners.

**Our clients also benefit from all the expertise of the Crédit Agricole Group**, particularly in the field of innovation, through the «start-up connections by Indosuez» platform. In partnership with incubators, including the «Village by CA» network, this platform brings clients into contact with innovative companies in the process of raising capital and enables them to invest alongside the founders to accelerate their development.

Finally, on request, **we help our clients to set up a philanthropic vehicle** such as a foundation or an endowment fund, both on the technical side (legal and tax advice from our Wealth Engineering department) and on the «project» side through our Foundations team (advice on organising the governance and operation of the vehicle, putting them in touch with players working on the same theme and who are part of the Indosuez Foundations ecosystem).



**43%** of the Indosuez Group's assets are ESG assets (as of 31/12/2023)



**37** is the number of criteria taken into account when evaluating securities according to the methodology developed by Amundi. These criteria cover the three pillars of Environment, Society and Governance and are adapted to each company sector. These ratings make it possible to compare the non-financial performance of companies.



**150+** one-to-one client meetings on ESG and philanthropy organised in our units in 2023.



**10+** events organised by the Group or with our partners in 2023, enabling our clients to meet recognised experts.



**120+** start-ups available on the platform and more than 250 contacts with our clients since the launch of this offering.

*Involving our employees  
in the transformation  
of the business*



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## 4. GETTING EMPLOYEES ON BOARD

The transformation can only be successful if all our employees are committed to our approach of «*doing their bit for a sustainable society*».

In order to communicate our strategy effectively to our teams and clients, **we have established a CSR community in each of our businesses**. These communities meet regularly throughout the year.

Events and training are organised for employees, both at Group level and in the units, to enhance the skills of all our teams on CSR, for which everyone must be an ambassador.

## 5. ACTING AS A RESPONSIBLE EMPLOYER

### Diversity and inclusion

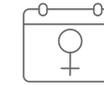
Women (43% of our teams are female), young people (International Corporate Volunteering and permanent contracts) and diversity of origin (70 different nationalities) are pillars of our human resources policy.

### Responsibility and collective development

Lifelong learning is reflected in the permanent availability of an international learning environment open to all: the «Digital Academy». A special e-learning module entitled «CSR by Indosuez» has been available to all Indosuez employees from 2021 and is now mandatory for newly recruited staff. By the end of 2023, almost 1,200 employees and managers have been coached in a «mini-company» to help them put into practice new routines and new skills that best suit their needs.

### Promising to be a responsible employer

One of our priorities is to create an attractive and safe working environment that offers a variety of opportunities and contributes to social progress and value creation. Paternity leave, solidarity visits and the soft mobility package are important steps towards 2023.



**40%** women in our management bodies by 31.12.2023.



**290** youth contracts, **no. 1** employer in International Corporate Volunteering in Switzerland and **no. 3** in Luxembourg.



**88%** employee participation in our yearly engagement survey, with a positive response rate of 77%.



**28** days of paternity leave in all our regions.



organisation of **web conferences** on CSR topics in all our units.



**23** training hours per year for each of the Group's 3,278 employees.



Indosuez in Spain certified as **Great Place to Work**.

*Sharing commitment  
to the environment and  
solidarity through our  
actions, our foundations  
and our partners*



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## 6. COMMITTED TO SOLIDARITY

Solidarity is expressed in many ways within the Indosuez Group:

- our **volunteering days** allow everyone to get involved in a cause according to their preferences,
- **skills sponsorship** allows those who wish to do so to place their skills at the service of an organisation or its beneficiaries,
- **solidarity initiatives** are developed throughout the year (toy and clothing collections, blood donations, challenges, etc.).
- In Switzerland, for example, our employees prepared and served in 2023 almost 800 **meals for disadvantaged people** as part of the «Citizen Days» organised with «Carrefour-Rue» and «Soupe Populaire».
- In Monaco, 12 employees took part in the «Entretiens de l'Excellence» **mentoring programme** in partnership with the World Association of Children's Friends (AMADE), helping 12 talented young students to find their way and develop their full potential over a three-year period.
- In Luxembourg, our employees took part in several mentoring sessions for the association Dress for Success. In this role, they **supported women in their professional development and integration into the labour market**.
- In France, 181 employees took part in a **solidarity walk to raise money** for charity.

## 7. PROMOTING CORPORATE PHILANTHROPY

- Being a player in a sustainable society also means implementing a **corporate philanthropy policy** in line with our convictions. In the past, each Group entity has developed a sponsorship programme around the four themes at the heart of our CSR strategy: social inclusion, education, protection of water and oceans, and health.



**873** Indosuez Group employees (out of 3278, or 27%) were involved in 2023\*.



**1** day/year in 2023 (2/year in 2024) is the opportunity for our employees to take time out of their working day to participate in one of the proposed solidarity actions.



**Almost 2 M€** were invested in 74 philanthropic projects, involving almost half of Indosuez employees worldwide.

.../...

\* Employees involved = participants in volunteering days, skills sponsorships, foundation activities, solidarity actions or solidarity roundtables.

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In 2023, a partnership was established with the «J'aime ma planète» association in Switzerland to **help schools implement concrete actions for sustainable development** as part of the Eco-Schools programme.

CFM Indosuez supports the «Monaco Ocean Protection Challenge», an international competition for students and young entrepreneurs to **encourage the creation and development of start-ups that have a positive impact on the protection of the oceans.**

Azqore, our IT subsidiary, supports «Ecole 42 Lausanne», which aims to **train the IT development talents of tomorrow** through an innovative, inclusive and meritocratic teaching model.

For the third consecutive year, Indosuez Europe supported in 2023 «Caritas Luxembourg» in its Fit for Future programme, which **enables political refugees and people with international protection status to become more independent in their job search.**

In France, the partnership with the «Fondation de la Vocation» was renewed to **help talented young people pursue their ambitions and develop their talents.**

## 8. EXTENDING THE ACTIVITIES OF OUR FOUNDATIONS

In 2011, the Indosuez Group created two foundations, initially in France and Switzerland, which will be complemented by a philanthropic programme in Monaco in 2018. In 2023, we decided to step up our activities:

- **The Indosuez Foundation** is now present in Europe (in Luxembourg, Belgium, Spain and Italy) and is committed to social inclusion and education,
- **The Indosuez Foundation (Switzerland)** has stepped up its commitment in Asia (Hong Kong and Singapore) and is also active through Azqore. It works with local communities through environmental, educational and circular economy projects.

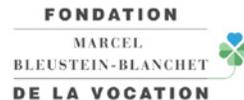


**11 projects** worth €350,000 in Europe through our Foundation in France and **6 projects** worth more than CHF 200,000 in Asia through our Foundation in Switzerland.



**65 employees** involved in the life of our foundations by participating in the application process.

## 2023 PARTNERSHIPS



Going Places. Going Strong.

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