



EDMOND
DE ROTHSCHILD

2021

SUSTAINABILITY REPORT

EDMOND DE ROTHSCHILD, BOLD BUILDERS OF THE FUTURE





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EDMOND
DE ROTHSCHILD

WELCOME

The Edmond de Rothschild Group has published a sustainability report since 2014, complying as far as possible with the Global Reporting Initiative (GRI) standards and its supplement for the financial sector.

This eighth report presents the quantitative and qualitative information needed to understand its material sustainability issues. It covers all the activities of the financial group and of the entities attached to Edmond de Rothschild (Suisse) S.A., the Group's operating parent company, as presented in its annual report.

GRI 102-1 / 102-3 / 102-5 / 102-45 / 102-50 / 102-51 / 102-52 / 102-54 / 102-55

ABOUT THIS REPORT

This sustainability report presents the Edmond de Rothschild Group's commitments across its entire ecosystem. Each section can be read independently. The results are based on reporting by the main entities and certain subsidiaries. When data is not available for all entities with their foreign subsidiaries, the information is broken down by main entities: France, Switzerland and Luxembourg, according to availability.

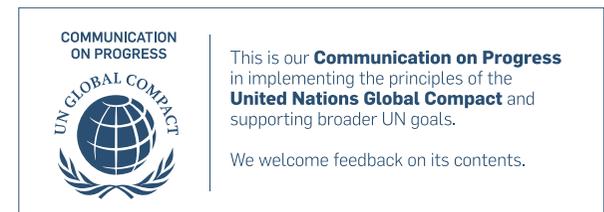
GRI 102-4 / 102-49

Reporting framework

The "Group" scope in this report covers 99% of the total workforce presented in page 8. The data for the "Main Entities" scope covers 79% of the Group's workforce presented in this report. **GRI 102-10**

Data review

The Edmond de Rothschild Group called upon PricewaterhouseCoopers to review the data published. Their limited assurance report on selection of key performance indicators can be found on page 64. **GRI 102-56**



FOREWORD

At Edmond de Rothschild we are determined in our commitment to sustainable development. Anchored in our active vision of investment and in our belief that wealth is the starting point for building tomorrow's world, we work to create a sustainable impact in the real economy.

What drives us is to use investment in all its forms to transmit a more sustainable world.

For any question or comment on the elements published in this report, you can send them to sustainability@edr.com

GRI 102-53

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THE EDMOND DE ROTHSCHILD GROUP

BOLD BUILDERS OF THE FUTURE

Family-run, independent and specialised, the Edmond de Rothschild Group was founded on the conviction that wealth is an opportunity to build the world of tomorrow. This gives us the independence and courage necessary to maintain a long-term vision deeply rooted in the real world, far from speculation and immateriality, which is at the crossroads of three ideas:

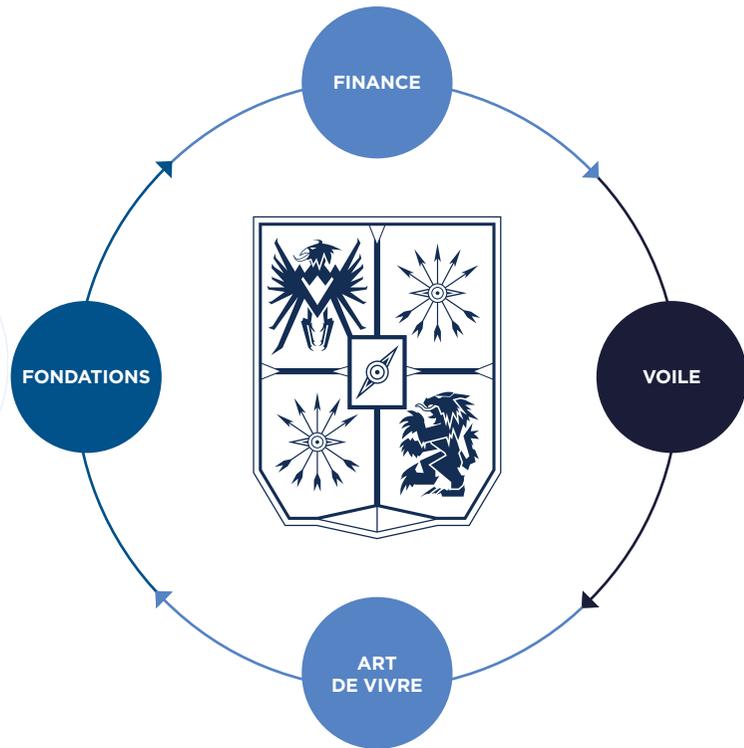
- > **Our active investment vision**
- > **Our approach to the challenges of tomorrow**
- > **Our desire to take a pragmatic approach and to carry out simple, clear and measurable actions**

WHAT MAKES US UNIQUE

The Edmond de Rothschild Group is a conviction-based investment firm founded on the idea that wealth must be used to build the world of tomorrow. Our history as a committed entrepreneur allows us to participate in the advancement of a more sustainable finance through innovative and value-creating solutions. We favour long-term action themes in order to give substance to our convictions and have an impact on the real economy.

- > **Healthcare**
- > **Resources management**
- > **Changes in living environments**
- > **Human Capital**

OUR VALUES	OUR RESSOURCES	OUR CLIENTS	OUR ACTIVITIES	OUR IMPACT
<p>Our values are based on:</p> <ul style="list-style-type: none"> > entrepreneurship > innovation > willingness of impact <p>They are inherited from a family history of more than 250 years</p> <p>For us, success is built over the long term, by combining a pioneering spirit and a committed entrepreneurship</p>	<p>2,500 employees</p> <p>29 offices in 14 countries</p> <p>A single shareholder guaranteeing a long-term commitment</p> <p>A growth model based on a strong ecosystem to support innovation and build a sustainable future</p> <p>Permanent control of the use of resources to manage our impact</p>	<p>Individual private clients</p> <p>Institutional and semi-institutional investors</p> <p>Other banks and financial institutions</p> <p>Family Offices</p> <p>Development Finance Institutions</p>	<p>Banque Privée Banking Consultancy and Custody</p>	<p>CHF 29.4 billion billion in Responsible Investment (RI) assets</p> <p>More than 80% of our open-ended liquid funds meet the highest standards of the SFDR</p> <p>100 % increase in RI Mandates in Private Banking</p> <p>2°C roadmap to guide the decarbonation of our portfolios</p> <p>15 Private Equity strategies with concrete and positive societal impacts</p>
			<p>Asset Management Investment for institutional and private clients</p>	
			<p>Real Estate Consultancy and Investment</p>	
			<p>Private Equity Consultancy and Investment</p>	
			<p>Corporate Finance Consultancy</p>	
<p>Insurance Brokerage Consultancy</p>				



A UNIQUE ECOSYSTEM

Bankers, philanthropists, farmers, hoteliers, winegrowers and sportspeople... our Group is a unique ecosystem made up of men and women driven by the same ambition, that of having the Audacity to build the future.

Everything we do reflects our desire to make an impact, to pass on and modernise a heritage and to innovate at all times. Our activities help create our unique vision: a long-term vision deeply rooted in the real world, far from speculation and immateriality.

These activities are also linked by the same vocation: investment, in all its forms, is a means of having a positive influence. Whether financial, technological or human, it must aim to improve the world around us.

Thus, all our business lines are transformed and enriched by contact with each other in order to create value. This is why the financial group is developing a committed vision of long-term performance, our Art de Vivre (art of living) activities adopt an entrepreneurial approach, the Gitana Team functions as an innovation laboratory and the Edmond de Rothschild Foundations seek lasting societal impact. This dynamic makes our Group a unique ecosystem that gives Audacity to build the future with all its authenticity.



KEY FIGURES

100% family

178 billion EUR in AUM

23% solvency ratio

GRI 102-6 / 102-9

MESSAGE FROM ARIANE DE ROTHSCHILD

The commitment and resilience demonstrated by us all has been a major force behind making 2021 a confirmatory year for our Group. Confirmation of our positioning as a «builder banker» allowing us to have a positive influence on the world of tomorrow. Confirmation also of our determination in offering unique solutions on impactful themes, and confirmation of our strong entrepreneurial culture that binds our teams together.

The apparent stability at the beginning of 2022 was short-lived. As much as it was possible to find opportunities in the uncertainties linked to the consequences of the pandemic, it now seems difficult to approach the imbalances caused by the war in Ukraine with the same philosophy.

Our long-term vision may thus be disrupted in this context, but it is essential that we keep our focus and continue to follow our convictions. The uncertainty in which we are evolving must push us to action.

We must remain solid and willing to continue to work for a more responsible finance, concerned by the crises we are going through and will go through, but unperturbed by the mission we have set ourselves.

We will therefore continue to invest in innovative economic and social models, strengthen our long-term vision and cultivate our commitment to positive change. The way we have built our Group to be totally independent and free of any form of financial speculation, today allows us to continue to act on the environment, agriculture, infrastructure, sustainable development and education.

The drastic and unavoidable shift that is taking place in our sector and in the world is accelerating certain trends upon which we seek to act. This is why, once again this year, we are stepping up our efforts to align our financial activities with concrete societal impact on issues that benefit not only our clients but also all our stakeholders. Our sustainable development strategy remains unchanged: using investment in all its forms to create a more sustainable world.



Ariane de Rothschild

President of Edmond de Rothschild

A handwritten signature in black ink that reads "A. de Rothschild". The signature is written in a cursive style with a horizontal line underneath.

MESSAGE FROM OUR CEO

We have just lived through three unprecedented years, marked by a deep need to remain resilient. The profound impact that the pandemic has had on our lifestyles and the uncertain global context that has persisted have led us to remain vigilant. However, this did not prevent us from maintaining our strategic direction and continuing our development. Our collective and ongoing efforts to align our investments with concrete societal issues have shown results and enable us today to continue to build an offer consistent with our vision that gives our customers the opportunity to have a tangible impact on the world of tomorrow.

I am particularly proud of all the sustainable development initiatives that were carried out in 2021. They are the result of the motivation shared by all our employees to make the Edmond de Rothschild Group an exemplary company. Whether in terms of risk management, human resources, climate management and responsible investment, we are seeing accelerations in all our approaches. For many, sustainability is becoming a priority in the face of an increasingly pressing climate emergency. This allows us to remain confident in achieving the objectives that we have set for ourselves.

We also hope to continue to make everyone aware of the role that finance can play in the fight against global warming. It is about work closely with our employees first, and also our customers, our peers and ultimately all our stakeholders.



François Pauly

CEO of Edmond de Rothschild (Suisse) S.A.

A handwritten signature in black ink, appearing to read 'Pauly', written in a cursive style.

An investment must be assessed by its financial performance but also by what it can contribute to our society. It is through this enriched vision that we will be able to make finance a driver of sustainable growth.

To give concrete application to this vision, the Group has continued to develop its offering by anticipating the major growth trends of tomorrow for its customers. We now act in a number of strategic areas for sustainable development such as technology, agriculture, infrastructure, food, real estate, human capital and the digitisation of our economies. These themes, treated with convictions, allow us today to contribute to the transformation of our sector and have a positive impact on the real economy.

2022, already well underway, confirms the urgent need to rethink our certainties. It prompts us to redesign some of our lifestyles. We are increasingly talking about relocating value chains, energy and agricultural dependence, and the fight against inflation: all these new themes must be approached as opportunities to produce and consume more sustainably. Finance is a powerful lever and plays a key role in combatting global warming and achieving global sustainable development goals.

GRI 102-4



WHAT ANIMATES US

USE INVESTMENT IN ALL ITS FORMS TO TRANSMIT A MORE SUSTAINABLE WORLD

Our Investment House is founded on the conviction that wealth must be used to build the world of tomorrow. This gives meaning to our purpose. For us, investments anchored in the real economy are the best way to build a tangible legacy.

Our approach, in all our activities, is to build relationships of trust, to accompany our customers and employees in the established relationship, to reconcile sustainability and profitability in order to create value over the long term. For us, there can no longer be any distinction between the financial performance of an asset and its sustainability.

Thanks to the historical entrepreneurial spirit of our House, we want to be actors in the transformation and actively participate in the emergence of solutions that have a positive impact for society as a whole. We approach investment, in all its forms, as a means of having a positive influence. Whether financial, technological or human, it must aim to improve the world around us.

We are convinced that our search for the best solutions enables our Group to forge close links between its activities and the real economy.

AMBITIONS IN TERMS OF SUSTAINABILITY

We combine a high level of expertise and responsibility with an ability to innovate, question the status quo, open up new territories and create totally new financial solutions. This enables us to take concrete and pragmatic action on the challenges facing society.

Our approach puts human progress at the forefront. The challenges raised by Covid-19 and climate change are already visible today and we are convinced that

the financial sector has a key role to play. Financial innovation can contribute to the construction of certain solutions to current major challenges.

At Edmond de Rothschild, our ambition is to create shared value by remaining focused on the future and respecting our heritage. We know that the convictions that guide our activities help us to make balanced decisions and to combine pioneering vision with learning from the past. We ensure rigorous management of non-financial risks so that profitability and sustainability are systematically combined. Our desire to create ong-term value is reflected in innovative and adapted products and services that have meaning and meet the needs of all our customers.

OUR MAIN AMBITIONS	OUR COMMITMENTS
Delivering value through innovative and conviction-based banking services.	Providing superior products and services to advance the environment and society.
Applying practices that help customers reconcile financial performance with personal values.	Maintaining a strong governance structure to frame risks and take advantage of opportunities.
Maintaining our financial strength with a balance between growth and sustainability.	Engaging with stakeholders in an ethical and socially responsible manner. Sharing data on sustainability indicators with stakeholders in order to continuously improve our performance.
Positioning ourselves on important issues with the commitment of all employees.	Fostering a working environment that supports employee health, safety, diversity and inclusion. Pursuing efforts to reduce carbon emissions and protect biodiversity.
Committing the company to controlling its impact on global warming and societal improvements.	Partnering with suppliers who share the same commitment to ethics, human rights and environmental management. Collating social and environmental measurements to assess our progress in meeting these commitments.

MATERIALITY

At Edmond de Rothschild, the materiality assessment defines what represents a real risk for our activities and what prevents us from achieving our objectives. Aligned with the challenges of sustainable development, we have selected the themes that will help us support the transition to a more responsible economy and society.

We have also identified the issues that are most likely to impact our ability to operate successfully and create long-term value. We must address the issues that materially affect our Group, our clients, our employees and our community, in order to increase our ability to drive positive and transformational change.

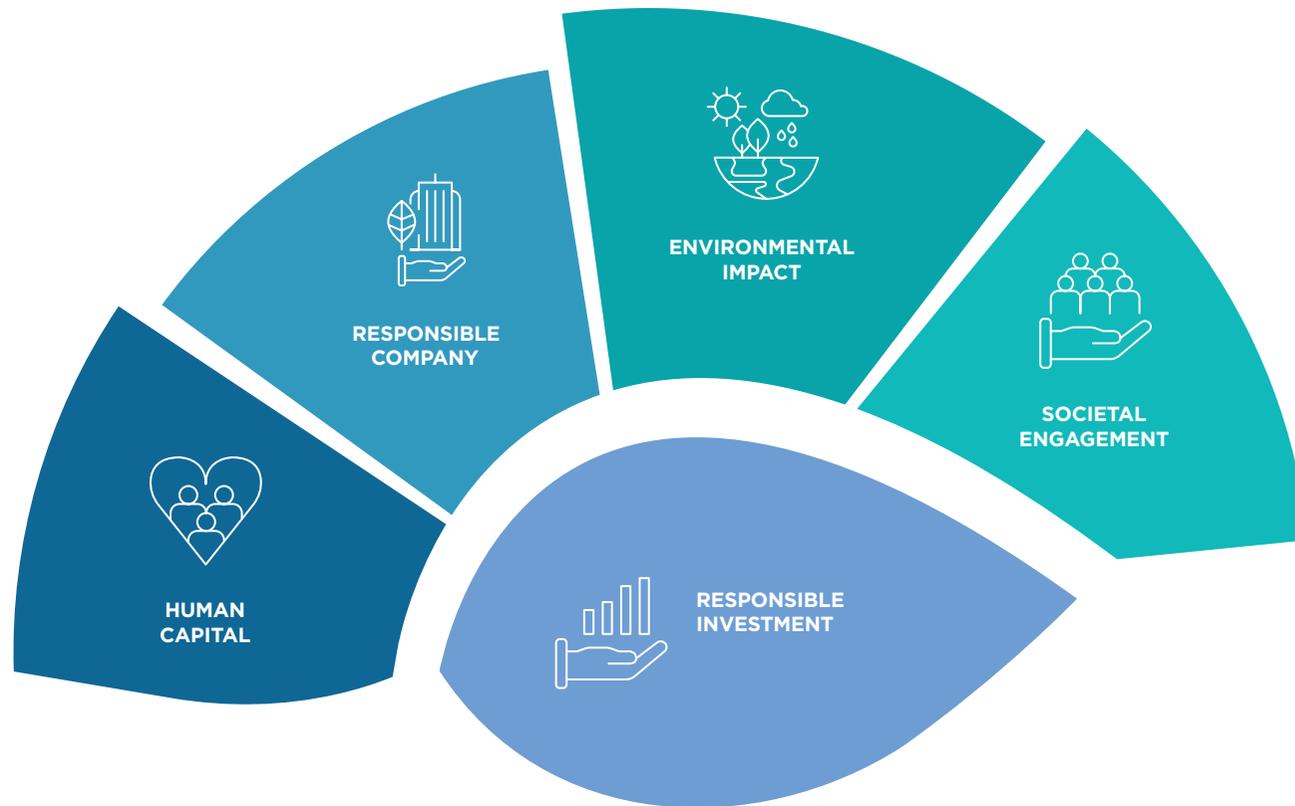
GRI 102-47 / 103-1 / 102-44

MAIN CHALLENGES	ACTIONS	SDGS CONCERNED
Governance through engagement	Sustainability target definitions Recurrence of sustainability issues Discussions with the Board of Directors	
Transparency and integrity	Risks of corruption Ethical business conduct Revised Code of Ethics	
Corporate Social Responsibility	Operational monitoring Data Protection Human rights	
A strong corporate culture	Being an employer of choice Reconciling human development and economic performance Transforming the customer experience	
Talent management	Promoting equal opportunities and diversity Invest in the Development of our Human Capital Creating a differentiating working environment	
Climate change	Defining impact investment strategies Identifying innovative companies Being a player in the energy transition	
Integrating sustainability issues into our business lines	Digitisation Acting in the real economy Training all employees	
Dialogue and engagement	Understanding customer needs Digitisation Supporting companies in their transformation	
Managing our resources	Monitoring our own consumption Reducing our waste Integrating biodiversity into our investment strategies	
Societal impact	Remaining anchored in the real economy in our thinking Developing philanthropic and volunteering initiatives Protecting and supporting the most vulnerable	

STRATEGIC APPROACH TO SUSTAINABLE DEVELOPMENT

Since 2014, we have been working on a long-term approach, in line with the transformations in our sector.

At Edmond de Rothschild, our commitments and developments are intended to support this transition and advance themes anchored in the real economy. We work to ensure that the decisions taken are as close as possible to the expectations and needs of our customers and society. Concretely, we integrate the challenges of sustainable development in our choices as investors and in our corporate practices. We apply our objectives and projects within our five priority pillars.



OUR SUSTAINABLE DEVELOPMENT GOALS

Our positioning and history are assets for the sustainable development of our activities and for deploying pragmatic solutions. Our intentions are aligned with the fundamental values of the Rothschild family, which has always made financial and human investment, a vector of positive change and societal progress.

Our sustainable development objectives are in line with the projects initiated many years ago. We are continuing our projects and building solutions that

benefit our entire ecosystem to remain as close as possible to our customers, our employees and our partners.

Responsible investment is obviously our core business and central to our objectives. We therefore rely on our expertise and our unique positioning to actively participate in the transition to a more sustainable and inclusive capitalism. **GRI 102-47**

2021-2024 OBJECTIVES

	RESPONSIBLE COMPANY	<ul style="list-style-type: none"> > Integrate sustainability issues into the three lines of defence > Integrate sustainability issues into the Group's Code of Ethics > Engage the governing bodies on sustainability risks
	RESPONSIBLE INVESTMENT	<ul style="list-style-type: none"> > Increase Responsible Investment requirements > Formalise the consideration of climate risk > Deploy continuous training on all sustainable finance topics
	HUMAIN CAPITAL	<ul style="list-style-type: none"> > Strengthen engagement and social cohesion > Share and embody the Edmond de Rothschild culture > Invest in the Development of our Human Capital
	ENVIRONMENTAL IMPACT	<ul style="list-style-type: none"> > Optimise energy consumption > Maintain offsetting of our CO₂ emissions > Make progress in responsible waste managements
	SOCIETAL COMMITMENT	<ul style="list-style-type: none"> > Participate in societal transformations through our activities > Report on our external commitments > Protect our stakeholders

STAKEHOLDERS

Our stakeholders are individuals, groups or organisations that may benefit or be affected by our business activities. Regular and transparent discussions with them help us to better identify the issues that are most relevant to us and that enable better risk management. We also know that our success depends on the quality of the relationships we build inside and outside our Group. To this end, we have established policies that reflect our commitments and approaches to sustainability issues. They will be updated and made available on our website in 2022.

Today, our financial strength, our reputation and our duty of transparency give our stakeholders the assurance of our commitment to fulfil our obligations to them and make our teams into trusted partners. **GRI 102-40 / 102-42 / 102-43**

		Stakeholder influence on the Group		
		HIGH	MEDIUM	MODERATE
Impact of the Group on its stakeholders	HIGH	<ul style="list-style-type: none"> • Employees • Business partners • Private customers 	<ul style="list-style-type: none"> • Companies in which the Group invests • Group non-financial activities 	<ul style="list-style-type: none"> • Beneficiaries of support programmes • Society
	MEDIUM	<ul style="list-style-type: none"> • Institutional customers • Financial intermediaries • Consultants 	<ul style="list-style-type: none"> • Service providers • Former employees • Academic community 	<ul style="list-style-type: none"> • Goods suppliers
	MODERATE	<ul style="list-style-type: none"> • Competitors • Regulatory bodies • Media and social networks 	<ul style="list-style-type: none"> • Financial associations • NGO • Future generations 	<ul style="list-style-type: none"> • Market counterparties • Associations

COLLABORATIONS FOR SUSTAINABLE FINANCE:

Responsible investment is the main material issue in connection with the Group's activities. Our commitment is reflected in our efforts to develop and nurture thought leadership in this area and our commitment to deploying innovative investment solutions.

Our memberships and participations in initiatives related to Responsible Investment and sustainable development. **GRI 102-53**

- › Signatory of the Principles for Responsible Investment supported by the United Nations (PRI)
- › Signatory of the PRI Montreal Carbon Pledge
- › Signatory of the United Nations Global Compact (UNGC)
- › Member of the Financial Initiative of the United Nations Environment Programme (UNEP FI)
- › Founding member of Swiss Sustainable Finance (SSF) and member of Sustainable Finance Geneva (SFG)
- › Member of the Forum for Responsible Investment (FRI)
- › Support for the FRI-PRI European Academic Research Award
- › Member of the SRI Commission of the Association Française de la Gestion Financière (AFG)
- › Affiliate member of the European Sustainable Investment Forum (Eurosif)
- › "Industrial Partner" of the World Economic Forum
- › Member of the World International Capital Initiative (WICI) initiated by the OECD in which the IR Director of Edmond de Rothschild Asset Management (France) has been Chairman Europe since 2015
- › Member of the Bureau of the Observatoire de l'Immatériel
- › Member of the Reporting and Audit Committee of the International Corporate Governance Network (ICGN)
- › Co-Chairman of the ESG Commission of the European Federation of Financial Analysts Associations (EFFAS)
- › Support for the Sustainable Finance and Responsible Investment Chair of the École Polytechnique and the Toulouse School of Economics

HIGHLIGHTS 2021:



+100%
in the number of
SRI Mandates

+45%

assets in real estate
portfolios managed with
a sustainability policy

+41%

assets under
management in
infrastructure debt



Participation in the

16
priorities
of the SBA in
Switzerland



+80%
of our open-ended
funds meet the requirements
of article 8 and 9 of the SFDR

16
investments
strategies
participating in the SDGs



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals (SDGs) adopted in 2015 by the Member States of the United Nations consolidate this transition to build a better future. We work within the Edmond de Rothschild Group to participate, at our level, in the most important SDGs for our sector through our corporate commitments, our partnerships and our investment offers.

		In our activities
Most significant SDGs for banks	 <p>1 NO POVERTY</p>	<ul style="list-style-type: none"> Impact investment strategies Group insetting programme Pay equity
	 <p>5 GENDER EQUALITY</p>	<ul style="list-style-type: none"> Thematic investment strategies Open-ended funds from our range of certified funds Programmes to ensure gender equality within the company
	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<ul style="list-style-type: none"> Target theme in the Group's investments Thematic investment strategies Transition to 100% renewable electricity for all Group entities
	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> Inclusion of social criteria in extra-financial analyses Thematic investment strategies More than 2,500 employees employed locally in 16 countries
	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> Thematic and impact investment strategies More than CHF 3 billion invested in European infrastructure More than €12 billion in assets under management in real estate
	 <p>10 REDUCED INEQUALITIES</p>	<ul style="list-style-type: none"> Thematic and impact investment strategies Group insetting programme Monitoring of targeted HR indicators
	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> Thematic and impact investment strategies Group insetting programme Thoughtful waste management
	 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> 2°C roadmap for our investments Thematic investment strategies Commitment to reduce the energy consumption of our buildings
	 <p>15 LIFE ON LAND</p>	<ul style="list-style-type: none"> Impact investment strategies Climate risk management in our investments Biodiversity commitments
	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<ul style="list-style-type: none"> Member of the UN Global Compact Member of UNEP Finance Responsible Purchasing Charter for our suppliers

RESPONSIBLE COMPANY

OUR MISSION:

Reconcile risk management with innovation

Maintaining high standards of integrity is at the heart of our operations. At Edmond de Rothschild, we put our declarations into practice by applying a corporate strategy anchored in the real economy.

We recognise that the long-term viability of our Group depends on a responsible and respectful management of the health emergencies of our society and our planet.

Our ethics roadmap is aligned not only with the challenges of our industry and regulatory developments, but also with the transition to a low-carbon economy.

In our opinion, corporate governance that considers sustainability issues in the conduct and development of business helps to:



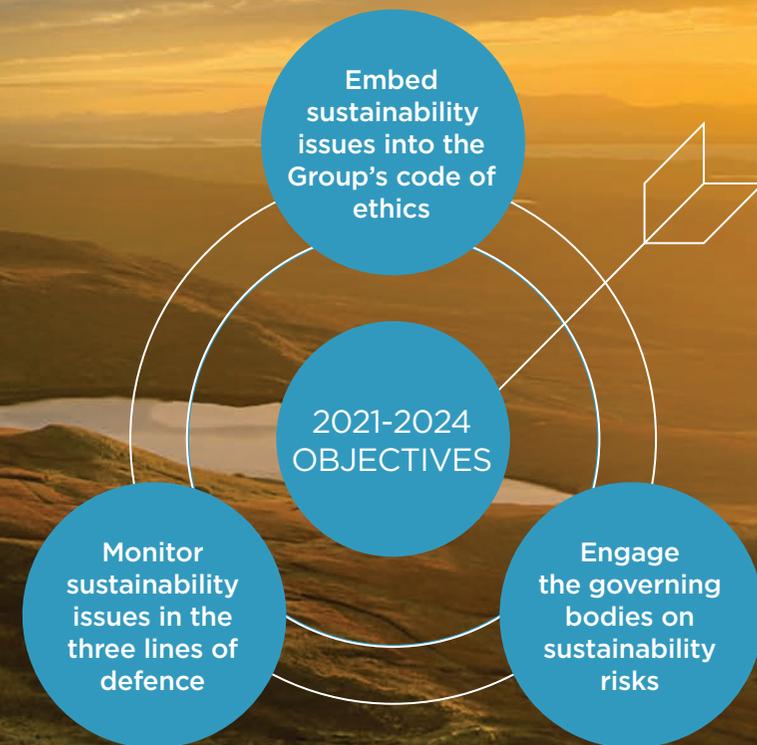
Gain competitiveness



Maintain success



Create long-term value



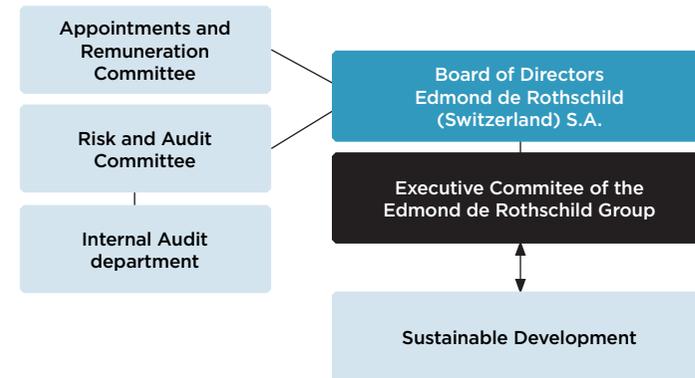
CORPORATE GOVERNANCE

Our governance includes:

- › **A Board of Directors, composed of 87.5% independent and experienced directors, that:**
 - › is the body responsible for the Group’s senior management, oversight and control,
 - › has two committees: the Risk and Audit Committee and the Appointments and Remuneration Committee,
 - › provides policy and oversight advice to promote sustainable and responsible business development
- › **An Executive Committee that:**
 - › is responsible for the Group’s operational management, in line with the historical long-term vision of the Rothschild family,
 - › has ten decision-making committees, including the Compliance Committee, the Group Reputation Committee and the Ethics Committee.

Since June 2021, the Group’s new CEO has overseen the Group’s overall sustainability strategy and roadmap. The Sustainable Development Department manages the overall approach to Corporate Social Responsibility, public policies and, under the oversight of the Group’s Executive Committee, strategic projects. It works closely with the Compliance Department, the responsible investment teams, Human Resources and General Resources.

Governance of the Edmond de Rothschild Group



The Group Executive Committee oversees the management of non-financial risks and the alignment of the corporate strategy with sustainability issues. It makes strategic decisions and liaises with other governance bodies, including the specialist committees.

For 250 years, we have been committed to complying with applicable governance rules and providing transparent financial reporting. The compliance teams ensure diligence and compliance with regulatory requirements in the conduct of our activities. The governance bodies ensure compliance with internal codes and policies: preserving their robustness is therefore a priority for our Group.

more than **87%**
independent members
within the Board of Directors

250 years
of transparent
financial reporting

OUR CODE OF ETHICS



Its purpose is to:

- › **Define behavioural expectations for all employees**
- › **Specify our commitment to the United Nations Global Compact (UNGC)**
- › **Link our values, our guidelines and the actions of each individual**
- › **Promote ethical decision-making**
- › **Ensure that our behaviour complies with the highest professional standards**
- › **Protect our customers and stakeholders**
- › **Maintain an environment free from discrimination**
- › **Fight against corruption, money laundering and the financing of terrorism**

This global cross-functional framework is integrated and respected in all of the Group's activities, in all circumstances. The Group's commitment to protecting the financial system is reflected in the absence of subsidiaries in tax havens. The Group's teams are currently working to integrate non-financial risks into the Code of Ethics, and also into internal directives and policies.

GRI 102-16 / 102-17 / 102-29

COMPLIANCE WITH LEGISLATION

Resources implemented

The Group's monitoring, oversight and alert processes and systems, as well as the Group's internal guidelines:

- › **Improve the application of current developments**
- › **Respect the laws in force**
- › **Anticipate their implementation when possible**
- › **Quickly update existing procedures**
- › **Manage the issues that could impact our business, our employees or our stakeholders**

Continuous improvement

As part of the entry into force of the European Taxonomy, a dedicated working group has formulated appropriate solutions to meet the requirements. The publication of the share of assets invested or financing economic activities aligned with the Taxonomy required significant mobilisation of the investment and Compliance teams. These topics are now an integral part of our regulatory watch.

All employees facing these risks are regularly informed. The Compliance and Permanent Control Department provides its expertise in many areas, in addition to compliance with regulations and the ethics of banking and financial activities.

“

“2021 was marked by the emergence of new European regulations relating to Sustainable Finance. Our dedicated working groups analysed the changes for all of the Group's activities. The implementation of the texts helped us to review our investment processes. In response to the climate emergency, the Taxonomy Regulation makes it possible to establish a common definition of sustainable activities and to create a European dictionary with the aim of collectively accelerating the environmental transition.”

Olivier Guetta

Head of Compliance of the Edmond de Rothschild Group

RISK MANAGEMENT

Optimal and quality risk management

Effective risk management enables us to deliver high-quality value and services to our customers, employees and counterparties. Our founding values and a culture of transparency are the foundation of our sound practices and good risk management.

The Board of Directors and the boards of directors of the Group's entities determine the risk tolerance. This is monitored using indicators and risk limits.

In 2021, we strengthened our monitoring systems and reviewed the ESG analysis grids, especially in Asset Management, to improve the management of climate risk in our investments. The risk management teams have been particularly involved in the European taxonomy and the SFDR, to ensure that our investment products meet the highest standards.

Our measures for the future

We also continued to monitor sustainable development issues within the three lines of defence. In a pragmatic and thoughtful manner:

1. We take risks within the limits of risk appetite statements and actions set by the Board of Directors.
2. The Risk Function maintains continuous control of its management, the policies issued and the strategic frameworks.
3. The internal audit teams provide governance bodies with an independent, transparent and objective view of the effectiveness of internal controls.

An analysis of the main risks to guide us in our mission

Whether they are regulatory, societal or environmental, the risks and opportunities guide our sector to make us players in the transformation towards a more sustainable and responsible economy. **GRI 102-30**

Examples of main risks

- › Strengthen the regulatory framework
- › Guarantee a long-term business model
- › Data management and protection
- › Good corporate citizenship
- › Human capital management
- › IT risks
- › Product suitability

Opportunities

- › Exploit new sources of innovation
- › Optimise and simplify processes
- › Exploit digital protection products
- › Support the communities in which we operate
- › Invest in development and protection
- › Carry out the digital transition
- › Offer sustainable investment solutions

“

“Our bank's robustness is based on the Group's family values anchored in the real world. Our duty of responsibility guides us to achieve our objectives, protect our reputation and conduct our business over the long term. Our teams provide oversight based on a holistic view of risks, including strategic, compliance, credit, liquidity, market, operational, technological and reputational risks.”

Jean-Christophe Pernollet

Member of the Executive Committee,
Head of Risks, Legal & Compliance of the Edmond de Rothschild Group

DATA PROTECTION AND CYBERSECURITY

Digital transformation is an essential part of our strategy. It is at the heart of our objectives in terms of operational efficiency, dematerialization of flows, personalization of service and improvement of the customer experience. The coordination of all digitalization projects is overseen by a robust governance structure, one of whose missions is to ensure the application of strict standards of confidentiality and cybersecurity risk management.

The deployment of telecommuting, initiated during the pandemic period and made permanent in 2021, as well as the worldwide increase in attempted attacks of a protean nature, has led the Group to strengthen its security measures. Programs to strengthen data protection are deployed uniformly across all Group entities through the application of common financial industry standards that comply with local regulatory requirements. Our security systems are subject to regular independent testing and evaluation, and are adapted to changes in threats and vulnerability scenarios.

For example, in addition to the internal regulatory framework containing information security policies and procedures common to the Group's entities, our security measures include firewalls security measures include firewalls, data encryption protocols, as well as 24/7 monitoring of information systems and infrastructures.



The Group regularly communicates with all its employees through awareness campaigns and through awareness campaigns and targeted training.

The level of protection of our system is regularly reviewed. Our crisis management organization and processes are periodically reviewed and tested, as we believe that responsiveness and preparedness are key criteria for circumscribing risks, particularly in terms of data loss or leakage. Finally, all incidents are subject to a critical analysis ex-post in order to continuously improve our system.

GRI 102-30

ENSURING RESPONSIBLE PRACTICES

Our commitment to responsible and ethical practices protects our reputation, that of our customers and our stakeholders. We apply zero tolerance to any form of corruption or fraud. This is an essential principle to fulfil our role and preserve the trust of our customers. The organisation of the Group into lines of business favours the consolidated monitoring by business line.

Our employees must act with loyalty, competence, care and diligence, in the best interests of customers and other stakeholders. They are regularly trained on

compliance. Thus, training on market abuse, the fight against money laundering and the financing of terrorism, among others, is recurring, mandatory and regularly updated.

Ethics and responsibility principles are included in the annual performance review. Control and balance mechanisms ensure that the systems in place are properly monitored. Sales practices are established according to the same mechanisms.

GRI 205-2

IN 2021:



10,816 hours of training provided on business ethics and compliance



5.9 hours of training per employee on average



Over **100** compliance and business ethics subjects

Business ethics and compliance training in our three main entities GRI 205-2

	Switzerland		Luxembourg		France	
	2020	2021	2020	2021	2020	2021
Number of E&C training hours	10,576	4,183	3,662	3,999	3,875	2,634
Number of employees who attended at least one Ethics and Compliance training session	737	608	512	577	735	669
Average number of training hours per employee	14.4	6.9	7.2	6.9	5.3	3.9
Total number of participations ¹	4,890	3,536	3,517	3,547	2,884	1,665

¹ An employee may have taken part in several training sessions, which is why the number of participations is higher than the number of employees who attended at least one training session.

RESPONSIBLE INVESTMENT

OUR MISSION:

Strengthen our historical positioning

International policy, regional considerations and customer preferences shape the evolution of Responsible Investment. Despite the divergent directions, we see this as a source of opportunity.

In 2021, we have continued to develop investment products that balance performance and impact, aligned with our mission to consolidate our historical positioning.

In 2021, the regulations on sustainable finance introduced more clarity and consistency on information related to environmental, social and governance (ESG) factors in financial discussions and publications. Our teams have always worked with this in mind: transparency and concrete actions. Our ambitions and convictions are aligned with the transformation of the financial sector.

They enable us to:



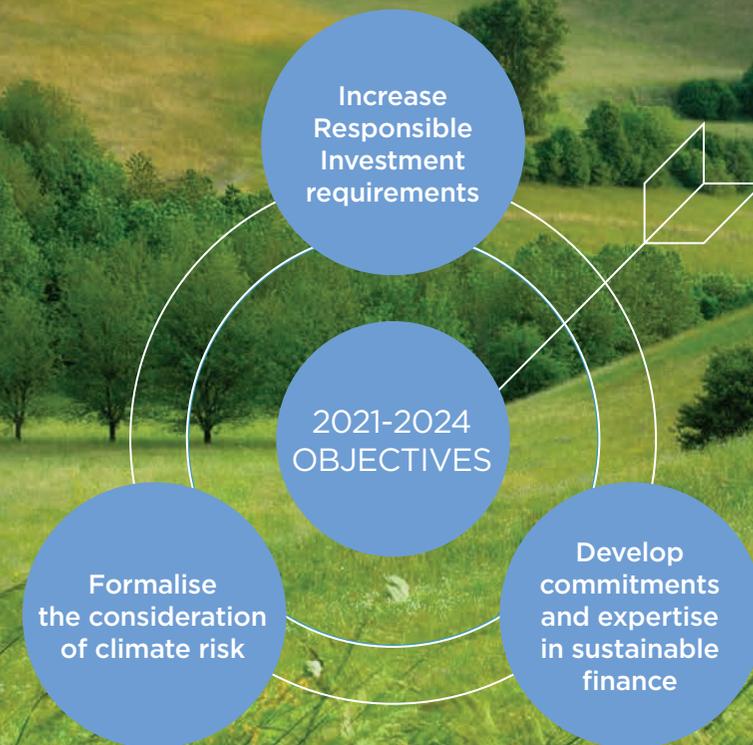
Differentiate ourselves



Have an impact on the real economy



Combine long-term performance and impact



INVESTMENT AND POSITIVE IMPACT

Our convictions

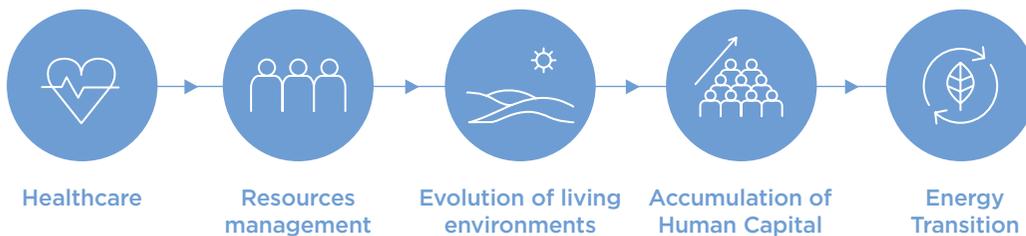
At Edmond de Rothschild, we believe that continuous improvement involves the search for solutions anchored in the real economy and the intention to leave a visible and positive mark for future generations. These convictions have driven the development of the activities carried out by the Rothschild family for more than 250 years.

While aiming to generate long-term performance, our teams also seek to make a positive change to society and the world in which we live.

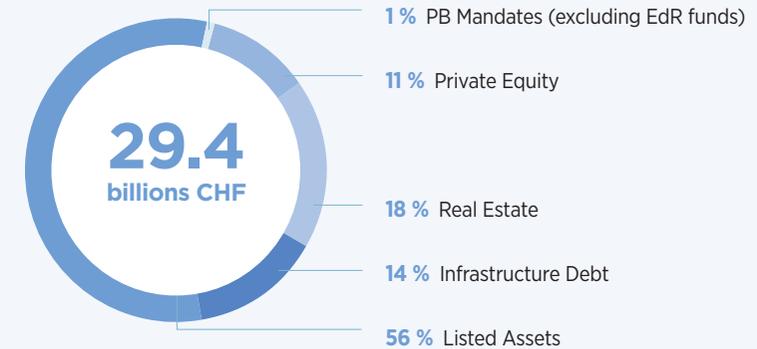
Before considering the sustainable or unsustainable nature of a company within an index, we study the approach pursued and the non-financial objectives. This distinction improves the visibility and transparency of our actions.

We believe there are several ways to invest responsibly. Each approach has its purpose. It must be pragmatic and must respond to the objective of acting on the challenges to which the world is faced. We engage a high level of responsibility to create innovative financial solutions.

We are thus committed to the following action themes:



GRI G4-FS7 / G4-FS8 / G4-FS11



29.4 billions CHF

managed through Responsible Investment in 2021 in the Edmond de Rothschild group (+6%) according to investment policies specific to each business

ASSET MANAGEMENT

IMPACT STRATEGIES AND LISTED ASSETS

The management of real assets is one of our House’s strengths as these assets are anchored in the real economy and are part of our long-term vision. It is a guarantee of diversification and a source of opportunities in terms of social and

environmental performance. Impact investing was launched more than ten years ago. It consists of investing in companies that seek to generate measurable social or environmental added value. A single fund may combine several of these investment strategies. Impact investing finds its most immediate expression in real assets, with investors increasingly interested in the impact of liquid strategies on the real economy.

We can now apply impact investing requirements to listed assets:

Intentionality

It is possible to integrate an ex ante social or environmental objective into the investment process of a listed asset fund, in particular in so-called “Article 9” funds according to the new European SFDR regulation. Thematic equity and fixed-income funds focused on sustainability solutions can also demonstrate intentionality. Some funds in our thematic and sustainability target range now include such ex ante targets.

Additionality

The exercise is much more complicated. For example, it is possible to participate in an IPO or a primary debt issue and to hold these securities for several years. The investor thus demonstrates this spirit of additionality in practice. In 2021, Edmond de Rothschild Asset Management took part in the IPO of WAGA Energy, a company dedicated exclusively to the recovery of landfill gas. Dialogue and engagement are another interesting avenue. We regularly conduct individual or collective initiatives, recently concerning the social aspect of Orpea and, for a long time, concerning Total’s climate strategy.

Measurability

We identify and publish the most relevant impact indicators for our SRI funds, including our own environmental and social impact indicators. We also analyse the impact from the perspective of a positive or negative contribution to the United Nations Sustainable Development Goals (SDGs) as well as from a climate perspective.

Measuring the two-degree alignment of our portfolios is also a key and priority avenue. This work has already enabled us to align two funds with the Paris Agreement on climate change by giving them a concrete climate objective.

Our objectives are as follows:

- › **Continue to anchor finance in the real economy**
- › **Provide high quality**
- › **Propose portfolios that generate societal and environmental performance**

“

“Our anchoring in the real economy and our positioning linked to deep convictions allow us to be aligned with the transformations in favour of a more sustainable economy. Our actions are motivated by the desire to have a positive societal and environmental impact, whether in listed assets thanks to our thematic funds or in real assets where our strategies finance very concrete projects in themes such as the energy transition, social infrastructure, the circular economy and soil remediation.”

Christophe Caspar

Member of the Executive Committee of the Edmond de Rothschild Group
CEO of Edmond de Rothschild Asset Management

RESPONSIBLE INVESTMENT STRATEGY FOR ASSET MANAGEMENT

Shared vision and acceleration

Our third Responsible Investment strategy 2021-2024 has started, giving a new impetus to our activities. This acceleration is necessary to be able to remain among the reference companies in a Responsible Investment market where the product offering and approaches are changing very quickly.

This strategy includes all Asset Management, liquid and illiquid activities of the Edmond de Rothschild Group. It guarantees an overall vision and consistency. Four main themes structure our approach:

- › ESG integration
- › Climate
- › Human Resources/training
- › Marketing/communication

Objectives and initial results

Among the tangible progress of this first year, the signing of the Principles for Responsible Investment (PRI) by EdRAM UK completes the commitment of the entities to this structuring initiative. All asset management activities have defined decentralised work projects, based on concrete needs in order to guarantee sustainable circular growth. With regard to human resources, ESG criteria were included in the variable remuneration of employees exposed to material risks in 2021. This integration will be extended to all Group employees in 2022.

Regulation priority

ESG regulations were an important priority in 2021 with the entry into force of the Sustainable Finance Disclosure Regulation (SFDR) in March and the preparation of the entry into force, in early 2022, of the European Taxonomy. On this occasion, we reviewed our ESG integration methodology to include an obligation of result and formalise ESG aspects of the investment processes of a large number of funds. Thanks to this in-depth work, more than 80%

of our range of open-ended funds are classified in “Article 8”, by promoting environmental or social characteristics. This percentage places us well above the French or European average. True to our transparent approach, we preferred to remain cautious about the classification of our funds in “Article 9”, with an environmental or social objective. We have only selected it for four of our funds with concrete impact themes.

Data priority

In 2021, Edmond de Rothschild Asset Management made significant investments to enhance its data sources. The regulatory market is changing rapidly. The availability, accessibility, quality and methodologies underlying the data are becoming crucial for portfolio management and reporting. We have therefore selected data providers for their targeted areas of expertise, such as the climate or the exposure of portfolios to the SDGs. We have also covered our rating needs for French and European small- and mid-caps. Detailed dashboards integrate the data into our management systems. They enable managers to monitor a large number of ESG and climate indicators in real time.

Focus on Responsible Investment training

Our Responsible Investment team is a centre of expertise. It regularly provides training to management teams and other functions. Activity was particularly intense in 2021, particularly on regulatory issues with the entry into force of the SFDR. A series of training sessions on areas of expertise was also organised in collaboration with specialised external organisations, such as:

- › Physical and transition climate risks
- › Biodiversity
- › Use of the SDGs in portfolio management

ASSET MANAGEMENT

RISK MANAGEMENT AND CLIMATE-RELATED OPPORTUNITIES

From climate change to climate emergency

Climate change represents the greatest challenge for humanity. Awareness of this issue increased in 2021. The COP 26 of November 2021 recognised this climate emergency. However, our collective ambition is still largely insufficient to achieve the objective of the Paris Agreement of keeping the global average temperature increase below 2°C by 2100. The ability of governments to meet their climate commitments, or even increase them, will be a key issue in the coming years. The financial sector has gigantic levers to accelerate this transition, but this means rethinking and innovating further. The European Union's taxonomy for sustainable activities requires reporting on the share of investments aligned with this transition. It is a driver in this evolution, through its example.

A structured climate roadmap

From 2017, we have implemented a climate roadmap for listed assets. It is updated in line with the progress made in terms of measurement methodologies, access to information and the maturity of impact analyses in order to reassess our actions. This roadmap is currently based on the latest climate scenario, namely the International Energy Agency's¹ "sustainable scenario", which is compatible with the Paris Agreement². It takes into account the TCFD typology³ to quantify the main climate risks and opportunities at the economic sector and sub-sector level. It is part of a gradual process of decarbonising our portfolios by 2050 by focusing on the sectors and activities that concentrate climate risks, including climate transition risks or physical climate risks.

At the same time, products and services focused on climate solutions represent investment opportunities. In this context, energy efficiency and renewable energies are two essential solutions.

¹ [IEA.ORG](https://www.iea.org)

² [IEA.ORG/REPORTS/WORLD-ENERGY-MODEL/SUSTAINABLE-DEVELOPMENT-SCENARIO](https://www.iea.org/reports/world-energy-model/sustainable-development-scenario)

³ Task Force on Climate Related Financial Disclosure [FSB.TCFD.ORG](https://www.fsb-tcfd.org)

⁴ [WWW.SCIENCEBASEDTARGETS.ORG](https://www.sciencebasedtargets.org)

Our policy of excluding thermal coal reflects this approach. It covers all of our funds and mandates and excludes companies that generate a significant portion of their revenue from thermal coal mining or coal-fired electricity production, unless a clear diversification strategy is in place, consistent with a scenario of 2°, below 2° and validated by the Science Based Targets Initiative (SBT) . This policy was strengthened in 2021 by prohibiting any new development projects in this area, thus excluding more than 1,000 additional companies.

Measurement and management tools

Our climate roadmap is materialised by the implementation of measurement and management tools. In 2021, we signed a partnership with a climate strategy consulting firm and supplier of climate and biodiversity data. A series of targeted and precise climate indicators concerning upstream and downstream indirect greenhouse gas emissions (scope 3) and emissions avoided (scope 4) are now available directly in the portfolio managers' dashboard. A synthetic indicator of climate risk and the implicit temperature complete the whole.

From climate to biodiversity

Biodiversity also made the headlines in 2021. It is impossible to manage the climate emergency without protecting biodiversity. We also rely on the consulting firm's expertise in this area. Biodiversity indicators, in particular a "Global Biodiversity Score" (GBS) will soon be implemented in our management tools.

“EDR BUILD”: AT THE HEART OF OUR DEVELOPMENT

Proprietary expertise

More than 10 years ago at Edmond de Rothschild Asset Management, we developed a proprietary ESG analysis model. Called “EdR BUILD” (for Bold, Universal, Impact, Long-term, Differentiation), this model is based on the detailed and balanced research on the three E, S and G pillars and the expertise of our Responsible Investment team. Continuously reviewed and improved, it:

- › Allows the expression of non-financial convictions
- › Promotes responsiveness and positions in innovative companies
- › Includes an analysis of controversies, the 17 SDGs as well as climate and biodiversity risks
- › Represents an undeniable asset in the face of the highest standards of non-financial analysis

In particular, it:

- › Provides a solid basis for our dialogue and engagement approach
- › Serves as a guide for determining our capacity for financial innovation and in developing tailor-made solutions
- › Promotes our specialised areas of expertise such as intangible assets and human capital

Human Resources priority

The COVID-19 crisis has placed social issues, in particular human resources, at the centre of debates. Regardless of the level of qualification of jobs, many sectors are highly human resource-intensive, for example:

- › Hotels and restaurants
- › IT services
- › Distribution

“

“The era of responsible investment pioneers is over. We are delighted with this because it means that its rise is now inexorable. We take this opportunity to describe our daily lives in three words: Experts, Committed, serving People.”

Jean-Philippe Desmartin

Head of Responsible Investment, Edmond de Rothschild Asset Management

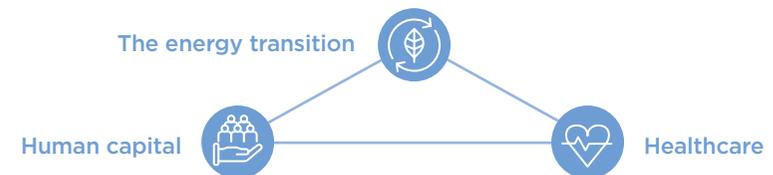
We rely on the work from the École des Immatériels to explain the long-term performance of organisations around the three pillars:

- › Human Capital
- › Organisational capital
- › Relationship capital

Human resources can also be seen through the prism of certain SDGs, such as health and well-being (SDG 3), education (SDG 4), gender equality (SDG 5) or decent work and sustainable economic growth (SDG 8). These various aspects are taken into account in our EdR BUILD model.

Development of our thematic SRI funds

We are convinced that responsible investment must drive social and environmental change. In 2021, we continued to transform our range of funds with, in particular, the SRI certification of two additional funds. This approach brings the number of our certified funds to 12. It concerns all asset classes and demonstrates the cross-functional nature of our commitment. Our range of thematic funds focuses on themes placed at the heart of the Edmond de Rothschild universe and contemporary issues such as:



ASSET MANAGEMENT

DIALOGUE AND ENGAGEMENT: PLAYERS IN CHANGE

Our role as a responsible investor

Our active vision of investment makes dialogue an essential element of fiduciary responsibility and the role of a responsible investor. It helps to target expectations as a responsible investor for the shareholder component. Engagement with companies has a positive influence on specific topics and encourages best practices. At Edmond de Rothschild Asset Management, we support companies in their efforts to increase transparency and improve their ESG practices and strategies over the long term. Our approach involves individual and collective discussions, dialogue before Shareholders' Meetings, voting and, where applicable, participation in the filing of resolutions.

A voting policy built on convictions

The voting policy is available on the Edmond de Rothschild Group website. It applies to the entire scope of Edmond de Rothschild Asset Management. In 2021, we strengthened it by lowering the age limit for the positions of Chief Executive Officer and Chairman of the Board of Directors. We have also introduced a vote against the renewal or appointment of a non-independent director as Chairman of a committee and an opposition to the renewal of the term of office of Chairman and/or Appointments Chairman if the level of gender diversity is under 25%.

The exercise of voting rights is the responsibility of the managers. We have set up an organisation that centralises and coordinates all the information required for the exercise of the voting rights attached to the securities held by the funds that we manage in order to facilitate this process.

A structured engagement policy

Overseen by a bimonthly Dialogue and Commitments Committee, the commitment policy concerns the equity and bond asset classes. It is based on three main areas:

- › Objectives
- › The engagement process
- › Engagement results

In 2021, we have continued to structure our approach. Several engagement actions are accompanied by one or more KPIs and a deadline in order to make the progress of the dialogue measurable. Our commitments focused on eight companies, including three new ones, through an individual or collective approach. We also joined three collaborative initiatives:

- › The *Access to Medicine* initiative to strengthen our commitment to healthcare
- › The statement of investor expectations for the retirement home sector, coordinated by UNI Global Union, to advocate for higher standards in the retirement home sector
- › The *Finance for Biodiversity Pledge* by signing the initiative calling for more ambitious actions to protect biodiversity

540 general meetings
at which we voted in 2021 (+32% vs 2020)

GRI 102-21 / G4-FS10

6 345 resolutions
voted on (+13% vs 2020)

GRI 102-21 / G4-FS10

174 dialogue and engagement activities
undertaken in 2021 (+33% vs. 2020)

GRI 102-21 / G4-FS10

GENERATING POSITIVE RESULTS AND IMPACTS

The Edmond de Rothschild infrastructure debt platform was created in 2014 to offer investors opportunities to support the financing of infrastructure projects in Europe (EU/EEA) and beyond. By nature, infrastructure tends to generate positive economic and social outcomes. However, like all real assets, they can generate potential negative impacts on communities and the environment that must be mitigated and managed. Our team was one of the first to formally integrate a comprehensive review of environmental, social and governance factors into our investment selection, structuring and monitoring processes.

Our progress in 2021

In 2021, sustainability factors were further integrated, with, in particular:

- › The inclusion of climate transition and climate change risk assessments in the investment selection process
- › The liaison with regulatory advisors to ensure that the information disclosed and appropriate reports comply with the Sustainable Finance Disclosure Regulation (SFDR)

We have identified the existing compartments that meet the criteria of Article 8 of the SFDR. We will also ensure that new assets under management are



“Infrastructure financing is a conviction at the heart of our contribution to sustainable development. Our infrastructure debt offering supports the acceleration of major decarbonisation and global warming reduction plans, such as “EU fit for 55”. This requires the structuring and implementation of efficient debt instruments for greener infrastructure, supporting economic growth and sustainability.”

Jean-Francis Dusch

CEO Edmond de Rothschild Asset Management (UK), CIO BRIDGE 1

invested in a manner compatible with Articles 8 or 9 of the SFDR. Our team produces tailored reports for investors. For certain compartments, an independent specialist consultant also prepares a CO₂ impact analysis and an assessment of the portfolio’s alignment with the 2-degree initiative of the Paris Agreement.

22 new investments were signed off during the year in 11 countries, including:

- › Energy transition: additional investments in onshore wind and solar photovoltaic; innovative investments, particularly in methane capture and conversion to maintain the development of renewable energy production capacity in Europe
- › Digital transition: six investments in fiber optics for connectivity in rural and under-connected areas; two long-haul fiber optic networks and two data centre transactions with renewable energy commitments
- › Energy efficiency: an innovative investment programme for hospital renovation that reduces energy consumption and enables operational savings in the public sector
- › Cleaner utilities: a waste treatment facility focused on recycling and promoting the circular economy; two investments in district heating that support sustainable cities

In 2021, we reaffirmed our investment strategy in:

- › The energy transition
- › Digital infrastructures
- › Transport and the development of green mobility
- › Social infrastructure with cleaner energy efficiencies and public services
- › Support for “EU fit for 55” to accelerate the reduction of greenhouse gases by 2030
- › Integration of the European SFDR/Taxonomy directive

INFRASTRUCTURE DEBT

ARES PROJECT

The Ares project, which ended in 2021, is an example of a positive environmental impact. Ares is the financing company of La Française de l’Energie (LFDE), a producer of energy with a negative carbon footprint listed in compartment C of Euronext Paris.

LFDE’s main activities are:

- › **The capture of methane (CH₄) emissions from abandoned coal mines in France and Belgium**
- › **The conversion or monetisation of this gas into the sale of electricity, gas and heat under regulated long-term tariffs: feed-in tariff in France or green certificates in Belgium or long-term private contracts with local players (manufacturers or municipalities) wishing to offer local and green energy to surrounding communities**

The project addresses a major issue in terms of sustainability: the reduction of greenhouse gas (GHG) emissions into the atmosphere. It is particularly relevant given that methane is considered by scientists to have a negative impact on the greenhouse effect 82.5 times greater than CO₂ over a period of 20 years. The company’s current activity makes it possible to avoid more than 1 million tonnes of CO₂ eq. per year.

Our infrastructure debt investment team structured a €40 million green bond, which was deemed compliant with the ICMA (International Capital Market Association) green bond principles via a secondary opinion of Ethifinance.

The issuance of green bonds will finance the Group’s existing energy portfolio. This currently consists of mine gas projects and solar projects in northern France and Wallonia. It could be extended to other low-carbon projects such as hydrogen in Europe. The projects financed are in the construction or development phase or in the Group’s pipeline as part of its growth strategy.



Image source: [FRANCAISEDELENERGIE.FR](https://www.francaisedelenergie.fr)

This bond enables La Française de l’Energie to commit significant financial resources to accelerate its development strategy without diluting the Company’s equity in its assets:

 **49,5 MW**
of capacity will be deployed
by 31 December 2022

 **3 million tons of CO₂ eq.**
emissions will be avoided every year
through the implementation of these
[projects.ces.projects](https://www.projects.ces.projects)

SUSTAINABLE MANAGEMENT OF REAL ESTATE INVESTMENTS

The real benefits of Responsible Investment are, in our view, the ownership and development of sustainable real assets that deploy new capital, create new jobs and improve the living conditions of communities while preserving the environment and mitigating the effects of global warming.

Until recently, the sustainable management of real estate investments was a relatively isolated approach. The family shareholding of the Edmond de Rothschild Group makes it possible to adopt a very long-term vision. As a result, we have long been part of a minority of real estate investors committed to this path.

Within our activities at Edmond de Rothschild Real Estate Investment Management (REIM), we aim for projects combining a high level of environmental innovation and a positive societal impact. Our desire to remain anchored in the real world takes on its full meaning here in the face of constant changes in the real estate sector. In terms of real estate investment, our vision is clear: the more attractive the asset is for the end-user, the more value it has for the investor.

Our aim is to adopt a culture that integrates ESG considerations into all our operational and investment processes. Our priorities are as follows:

- › **Improve the sustainability of existing stock**
- › **Put users at the heart of our approach**
- › **Act with meaning and commitment**

Importance of commitment to our stakeholders

We are convinced that stakeholder engagement is essential to ensuring the implementation of our ESG policy. In 2021, initiatives were taken to improve this aspect:

- › **Establishment of sustainability codes of conduct for suppliers**
- › **Application of ESG requirements for “property managers” in France, Switzerland and Germany**
- › **Quarterly newsletters and communication platforms for tenants in the UK residential sector**
- › **Sustainability-focused satisfaction surveys for tenants**
- › **Employee satisfaction surveys of Edmond de Rothschild REIM entities**

These engagement approaches allow us to measure our actions and remain anchored in the real world in order to achieve our objectives. The value of assets is largely determined by their attractiveness to tenants and buyers. We set environmental and social standards at levels that meet user expectations in terms of functionality, well-being and affordability.

At the end of 2021, all of the direct real estate funds and mandates managed or recommended by Edmond de Rothschild REIM, with the exception of the private real estate debt strategies, had ESG or social impact policies in place.

CHF 5,324 million

of the REIM platform's assets are managed in Responsible Investment

72% of assets under sustainability policy in direct real estate

REAL ESTATE

CLIMATE COMMITMENT IN THE REAL ESTATE SECTOR

With regard to the growing demand for green buildings, the continuous improvement of technologies offers a growing range of options for new construction. However, the main challenge now is to improve and renovate the existing building stock. Today, it is a much more important issue.

New construction alone will not enable overall CO₂ emissions reduction targets to be achieved. Significant actions in certain areas are necessary to improve the performance of existing buildings. Our ESG policy includes a Net Zero Carbon commitment by 2030 for Scope 1 and Scope 2, i.e. the direct emissions of our entities.

Significant measures and actions are already underway:

- › **Use of green electricity for all portfolio assets based in the UK and the Netherlands whose owners are responsible for energy supply**
- › **Reduction of energy consumption in buildings thanks to optimisation measures**
- › **Installation of solar or photovoltaic panels on the buildings of our portfolios**
- › **Increased equipment for charging electric vehicles and bicycle parking at all the sites we manage**
- › **Installation of beehives to protect biodiversity on all residential sites in the United Kingdom**
- › **Conversion over time of fossil fuel heating systems for systems using renewable energies such as wood, heat pumps, geothermal energy, etc.**

“

“After the implementation of sustainability policies and objectives, the challenge for our sector now lies in the ability to reliably collect and interpret all non-financial ESG data at asset and portfolio level.”

Pierre Jacquot

CEO Edmond de Rothschild Real Estate Investment Management

Regarding the Net Zero Carbon commitment for Scope 3, we are currently reviewing the target, which could be set at 2045. More specifically, we have started to develop carbon plans by asset for two of our funds in order to assess the real time for the achievement of objectives. This is a significant exercise in the real estate sector. We remain true to our pragmatic and realistic approach. By 2023, we plan to perform the same type of analysis and assessment of climate risk in all our funds except real estate debt funds.

We are also making progress on our portfolio and building certification ambitions. Three of our funds (2 in Benelux and 1 in the United Kingdom) are measured according to the GRESB (Global Real Estate Sustainability Benchmark).

In Switzerland, our two regulated funds are members of the SSREI (Swiss Sustainability Real Estate Index). In addition, many building certifications according to BREEAM, BREEAM In Use, LEED, Minergie or HPE (High Energy Performance) standards are in place or in the process of being updated. Thus, our main real estate fund listed in Switzerland has around 22% of new or fully renovated assets, which have obtained a Minergie or High Energy Performance construction label.

PRIVATE EQUITY'S COMMITMENT TO CLIMATE CHALLENGES

The recent reports of the IPCC (Intergovernmental Panel on Climate Change) have sounded a new alarm call on the speed of global warming, its unprecedented consequences and the urgency of acting to sustainably transform our economies and our companies. For our private equity teams, this means since 2008:

- › Taking them into account in all of our strategies
- › The transparency of our commitments
- › Actions and results for our investors

By nature, Edmond de Rothschild Private Equity is a long-term investor, actively involved in the management of the climate emergency through various areas of expertise such as:

- › Soil remediation and sustainable urban redevelopment
- › The energy transition and the circular economy of industrial site
- › Sustainable agriculture
- › Technological innovation applied to the food industry

We have been committed for several years in this direction, following in particular the recommendations of the TCFD for greater transparency. In 2021, we put in place a common set of climate indicators in our investment processes in order to monitor their evolution throughout the holding period and harmonise our approach. We have also planned a climate work cycle for 2022.

We will be supported by expert service providers in this process in order to take a fresh look at our activities. Our objective is to accelerate our real impact on the climate through a comprehensive assessment of our externalities, both positive and negative.

We are also convinced that our climate actions must benefit biodiversity, which was highlighted in public debates on the environment in 2021.

“

“For over fifteen years, we have been anticipating the major environmental, social and demographic challenges and building solutions to address them. Whether it is about rethinking our energy supply, contributing to more resilience in the agri-food industry, or combating social inequalities, our strategies are, today more than ever, concrete responses to a rapidly changing world. For us, sustainability means action.”

Johnny el Hachem

CEO of Edmond de Rothschild Private Equity

Some of our strategies already address this topic. As for the climate, we will deploy a work cycle on biodiversity so that all our strategies take this issue into account through concrete actions.

To prepare for this work, we are actively participating in the efforts of the sector. These aim to establish common and relevant practices in the world of private equity. We are also involved in the «Biodiversity» working group at France Invest, the French private equity management association.

CHF 3,275 million

96% of assets under ESG integration or sustainability risk integration since the implementation of the SFDR regulation

of which **39%** in impact strategies

PRIVATE EQUITY

PROMOTING ALTERNATIVE AND CARBON-NEUTRAL ENERGY SOURCES

By developing, building, operating and financing environmental infrastructure projects, our European environmental infrastructure impact strategy offers manufacturers solutions focused on the energy transition and the circular economy.

Europe faces a significant and urgent demand for alternative, local and sustainable energy sources. This strategy focuses on energy processes to obtain renewable, carbon-neutral energy with high added value and continuous, “baseload”, combining electrical and thermal energy.

It thus meets a dual challenge:

- › **Climate challenge**
- › **Challenge of independence from fossil fuels**

Investment in *Kogeban*, a biomass cogeneration plant with a capacity of 16 MW electric and 42 MW thermal power, located in Nesle, France, is part of this objective. The facility processes wood and recycling industry residues selected according to a strict environmental charter to:

- › **Supply the electricity network**
- › **Supply two food industry and biotech groups with sustainable and competitive thermal energy**

The unit provides electricity to more than 8,600 households and recovers more than 149,000 metric tonnes of biomass, dry matter equivalent, per year. It thus contributes to reducing CO₂ equivalent emissions by 92,000 metric tonnes per year.

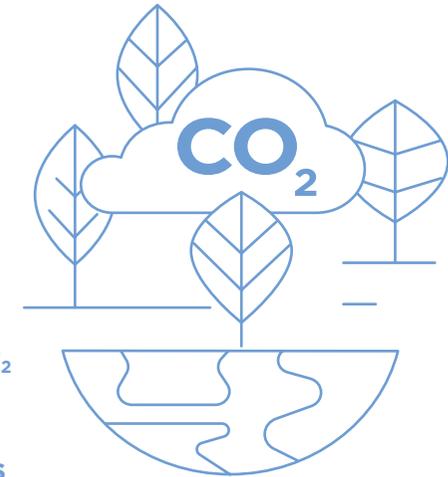
IN 2021 FOR KOGEBAN:

132,289 MWh
Electrical power generated

219,711 MWth
Thermal energy produced

92,000 tonnes eq. CO₂
Avoided Emissions

149,559 metric tonnes
(dry matter eq.)
Biomass recovered as Energy



REHABILITATING BUILDINGS TO MEET CLIMATE AND SOCIAL CHALLENGES

The decarbonisation of the building sector is a prerequisite to achieving carbon neutrality by 2050. The building sector is the largest energy consumer at 45%¹, ahead of the transport sector at 44%. Renovation significantly reduces the consumption of natural resources and avoids most of the greenhouse gas emissions associated with construction. Bringing new life to disused brownfield sites by rebuilding the city on the city is at the heart of our decontamination impact strategy.

Meeting the challenges of the circular economy

The former headquarters of the pharmaceutical company Mylan on a 0.5 hectare site showed hydrocarbon and asbestos pollution. This rehabilitation project involves the construction of 5,000 m² of housing units and 6,500 m² of offices, through the major refurbishment of existing offices. It is part of a sustainable development approach and responds to both environmental issues and a growing demand for offices and housing in the Paris region.

The building retained underwent a complete cleaning. Nearly 90% of the materials were recovered during this first phase of the work. For example, all kitchen equipment was collected by an association that distributes solidarity meals.

The soil will also be decontaminated before constructing the foundations of the buildings. In a circular economy approach, land with concentrations of hydrocarbons may be treated in a bio-centre before being recycled. Soil that is unpolluted, but naturally loaded with compounds such as fluorides and sulphates, will be reused directly on site as quarry fillers or under roads.

Reconciling real estate and climate resilience

Significant work has been done to promote the project's climate resilience, in particular through flood prevention and the fight against heat islands. The project thus incorporates an approach of soil de-artificialisation and revegetation with:

- › 40% of spaces outdoors
- › Green roofs
- › Permeable roads

In total, 2,000 m² of landscaped areas will be developed with a choice of local species to promote biodiversity on site, in line with the requirements of the BiodiverCity label. The project will also integrate a drainage system under the infrastructure, to combat flooding from rising groundwater. In addition to environmental aspects, the project provides for a mix of uses to strengthen the neighbourhood's economic synergies, promote soft mobility and accessibility. All of these features will enhance the site's attractiveness and the quality of life offered to its future inhabitants and users.

KEY FIGURES FOR THIS PROJECT:

0.5 Ha
of land to be decontaminated

5000 m²
of housing

€ **1.7 million**
invested in site clean-up

4600 m²
of offices to be rehabilitated

6500 m²
of offices under construction

Targeted environmental certifications:

	Very Performant
	Very Good
	BiodiverCity label

Other certifications:

	Quality of life at work
	Connectivity and openness to the city

PRIVATE EQUITY

SUPPORTING THE DEVELOPMENT OF MORE SUSTAINABLE AGRICULTURE IN MOROCCO

In addition to supporting the companies in which it invests, our strategy aims to support companies whose businesses specifically focus on resolving environmental issues.

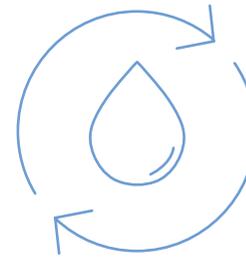
This is the case of *Magriser*, a pioneer in the micro-irrigation sector in Morocco. This company distributes and installs complete micro-irrigation and solar pumping systems for farms.

Depending on the year, agriculture accounts for between 60% and 85% of water consumption in Morocco, a country that suffers from water stress due to its rapid urbanisation, population growth and economic development.

Inaccurate or inefficient watering systems are responsible for significant waste.

Magriser's proposed irrigation systems provide exactly the amount of water needed (rather than spreading it in the surrounding area) and save 100 million m³ of water each year, equivalent to the annual consumption of 4 million Moroccan people.

Magriser supports a key sector in Morocco, since agriculture represents around 40% of jobs and 10 to 15% of GDP. It thus helps to protect jobs increasingly vulnerable to the consequences of climate change.



100 million m³
of water saved per year, equivalent
 to the **annual consumption of 4 million**
Moroccan people

20 to 40%
improvement
 in agricultural yields
 according to estimates

30 to 70%
reduction
 in water consumption depending
 on the techniques used

PROTECTING THE PLANET THROUGH SUSTAINABLE AGRICULTURE

For more than ten years, we have been thinking about agri-food issues and providing innovative solutions in the fields of land management, agricultural production and infrastructure related to agri-food production.

Our commitment to our new investment strategy specialising in agri-food technologies provides solutions to the challenges identified across the entire agri-food value chain, with a long-term impact on health and the environment.

Our strategy has thus invested in *Qualitas Health - IWI**, a company specialising in the production of plant-based algae proteins for the food supplement market.

IWI sets up seaweed farms in the desert of western Texas and southern New Mexico and invents a new sustainable agricultural system that transforms previously unused land into thriving seaweed farms. The company offers a production model that is all the more virtuous as it requires neither arable land nor fresh water, two rare environmental resources, but instead uses abundant or unexploited resources such as salt water and the sun. On the contrary, it uses abundant or unexploited resources such as salt water and the sun.

Requiring very little in terms of natural resources, with a production capacity and significant nutritional benefits, algae are also a formidable reservoir of CO₂ because they capture CO₂ contained in the atmosphere then release oxygen. Thanks to this innovative, alternative and sustainable agricultural model, *Qualitas-IWI* meets a dual challenge:

- › Providing nutritional solutions to a growing population
- › Combatting global warming

**Investment made in 2020 before the partnership with Edmond de Rothschild Private Equity.

97% of harvest water is recycled

Controlled water consumption:

4,700 x
lower than the

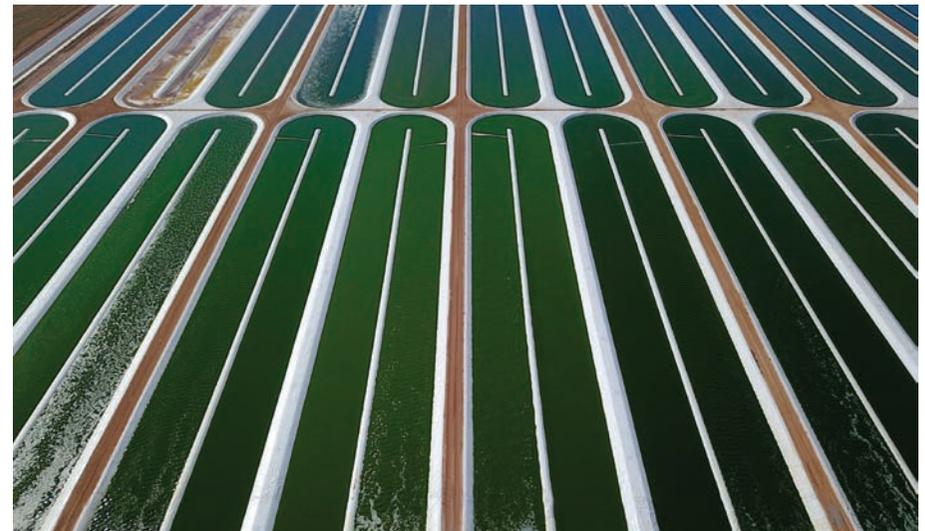
production of almonds
3,500 x
lower than
that of beef

2,000 x
lower than
farmed fish

Higher yields of proteins and essential amino acids:

300 x
higher than
those of chickpeas

80 x
higher than
than beef



PRIVATE EQUITY

REVALUING THE SECTOR OF THE MALIAN MANGO

In Mali, mangoes are often called «the green gold of Mali». The oldest mango producer in West Africa, the mango sector remains an under-exploited resource. The country exports 40% of its production, while the remaining 60% is abandoned¹ due to a lack of transportation and adequate means of conservation and/or processing. This loss represents a considerable loss of income for the Malian economy and more particularly for the rural populations.

Established in the Sélingué basin since 2009, the Malian fruit company ComaFruits² is responding to this opportunity and is developing the enormous, largely untapped organic mango basin. The company obtains its supplies from more than 3,000 small-scale producers whom it supports in several ways:

- › Improving their agricultural practices
- › Developing diversified agroforestry systems
- › Obtaining certifications

About 6,000 tons per year are collected and processed into mango puree or concentrate.

As of 2019, our agroforestry impact strategy supports ComaFruits and is working with them to increase production and improve agroforestry agroforestry practices.

¹ SPORE.CTA.INT

² The mention of certain investments does not constitute a recommendation to buy or sell securities of the companies presented.



ACHIEVED IMPACTS:

1,741 hectares
in agro-ecology

3 085 small producers
positively impacted

499 FairForLife
certified producers

19 FairForLife and organic
certified producers



CONSTANT PROGRESSION FOR OUR BESPOKE MANDATE

We are committed to translating our customers' ambitions and expectations in terms of sustainability into portfolios through our bespoke SRI mandate. Our flexibility and targeted themes help give them access to innovative long-term solutions. This commitment is supported by our training programme for all employees on topics related to sustainable development, responsible investment and the various associated regulations.

Clients with a sustainable mandate are more attentive to the positive contribution of their portfolios to the major themes of sustainability and social and environmental issues. They are more vigilant about sustainability results. Financial considerations are no longer the only priority when analysing portfolios and during appraisal interviews with clients. The Group's values, in particular its desire to invest in the future, are perfectly in line with these growing customer convictions.

2021 was not an easy year and concerns continued on the markets. The COVID-19 crisis, uncertainties around central bank policies and threats of inflation were dominant factors. Thanks to our active view of investing, we were able to adapt and maintain a positive performance of the portfolios by seizing opportunities.

Before the COVID-19 pandemic, climate change was the main topic of sustainability in the media. After being eclipsed during the crisis, it has returned to the forefront, also driven by the strengthening of the regulatory framework. Private customers have a growing desire to finance projects with a positive impact with measurable results, via dedicated funds. It is no longer a question of being aligned with ESG standards, but of going beyond them. We are increasingly focusing on the final impact of investments, both upstream and downstream of the value chain.

“

“Our responsibility as a banker is to invest in more sustainable growth, which is a source of performance for our clients. At Edmond de Rothschild, we are convinced that there can be no long-term profitability without managing environmental, social and governance risks. In our SRI mandate, in our Private Equity mandate and in our selection of securities or external funds, we respond to the aspirations of our clients who wish to have a positive impact on the world of tomorrow.”

Michel Longhini

Member of the Executive Committee

CEO Private Banking of the Edmond de Rothschild Group

This trend in private market investments and private equity is attracting growing interest. Indeed, projects anchored in the real economy allow customers to target specific objectives while meeting their expectations of positive impact.

Our main focus is still the same: serve our clients through constant listening and dialogue by remaining agile to support them in achieving their objectives. The trust they place in us is the driving force behind our actions. We are constantly working to improve the banking experience.

IN 2021:

+ 100% the number of ISR Mandates
in private banking

+ 111% in assets under management
in our RI Mandates in 2021 (excluding in-house funds)

PRIVATE BANKING

OUR CONVICTIONS SERVING OUR CLIENTS

The three pillars of our Mandate

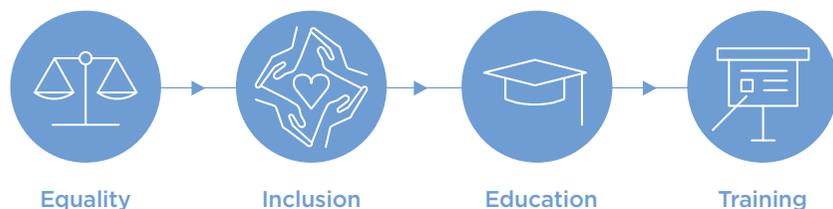
Our Group's commitment and active investment vision have always been based on three main pillars:

- › Innovation
- › The impact on the real economy
- › The sustainability of the proposed solutions

Clients also drive change through the investment choices they make. These three pillars therefore form the basis of our Mandate, which aims to:

- › Promote innovation through themes such as the energy transition, healthcare and medical research, and the development of human capital and infrastructure
- › Have a positive impact on the real economy
- › Support the transition to a sustainable economy through investments focused on various environmental, social and governance (ESG) issues.

For social issues, we focus on:



Our commitment to protecting the environment also involves themes such as respect for the land through sustainable agriculture and the preservation of biodiversity. We select companies that develop innovative technologies that can have a positive impact and contribute in a sustainable way to the increasing digitisation of all sectors.

Selection of external funds

The rigorous selection of external funds is applied throughout the Group. Comprehensive ESG due diligence questionnaires for all types of funds and management companies are in place.

The standard ESG questionnaire consists of two parts integrating quantitative and qualitative indicators:

- › A component focused on ESG integration
- › A component focused on the positioning of asset managers regarding Responsible Investment

Alternative fund managers are also included with a simplified questionnaire. The latter is based on the recommendations of the professional association AIMA and on the Principles for Responsible Investment.

We want to identify investment vehicles likely to have an impact on specific development challenges and in line with the United Nations Sustainable Development Goals (SDGs). Our impact is measurable thanks to the constant exchanges with the identified companies.

We implement securities selection methodologies in made-to-measure portfolios. This enables us to respond to all of our clients' specific requests. The objective is twofold:

Support
and guide our clients according to their values

Demonstrate
the profitability of Responsible Investment

HUMAN CAPITAL

OUR MISSION:

Be an employer of choice

We place human capital at the centre of our vision to enable everyone to achieve their potential to build the future of the Edmond de Rothschild Group.

Our mission is to reconcile the development of human capital with economic performance. The agility of our operating methods and the strengthening of social cohesion are key elements in our sustainable development strategy.

Our Group has strong convictions that are reflected in our activities and enable us to:



Concretely guide our way of working as a team



Develop a shared culture



Favour the diversity of profiles



STRENGTHEN ENGAGEMENT AND SOCIAL COHESION

Concerned with the development of each individual, we make every effort to offer our employees a stimulating and fulfilling work environment, combining meaning and performance.

In 2021, we obtained Top Employer certification for Edmond de Rothschild in Switzerland, becoming the only private bank to have obtained this recognition.

Based on an analysis of 400 practices covering all aspects of Human Resources, this certification for Switzerland in reality rewards all our teams, thanks to a common strategy and initiatives.

This approach also enabled us to identify an action plan for the development of certain practices at Group level.

Our diversity is a strength

The principle of non-discrimination and professional equality between women and men inform our processes of:

- › Talent review
- › Remuneration review
- › Promotions
- › Development programmes

Our diversity of thinking and experience fosters innovation and long-term relationships. In this context, we launched an internal analysis project on diversity and inclusion in 2021 in order to continue to make progress in this area.

This objective will be achieved through concrete actions, such as active monitoring of the female population, the establishment of communication channels dedicated to increasing cohesion, research and surveys in line with the reality of companies in our sector. The aim is not to set up an internal policy on the representation of women within the Company with the establishment of quotas but to anchor a global policy of inclusive leadership within which we promote diversity, in particular in the following themes:

- › Recruitment
- › Training
- › HR policies
- › Career management

GRI 405-1

Inclusive leadership and diversity promotion



45%
of women
among promotions

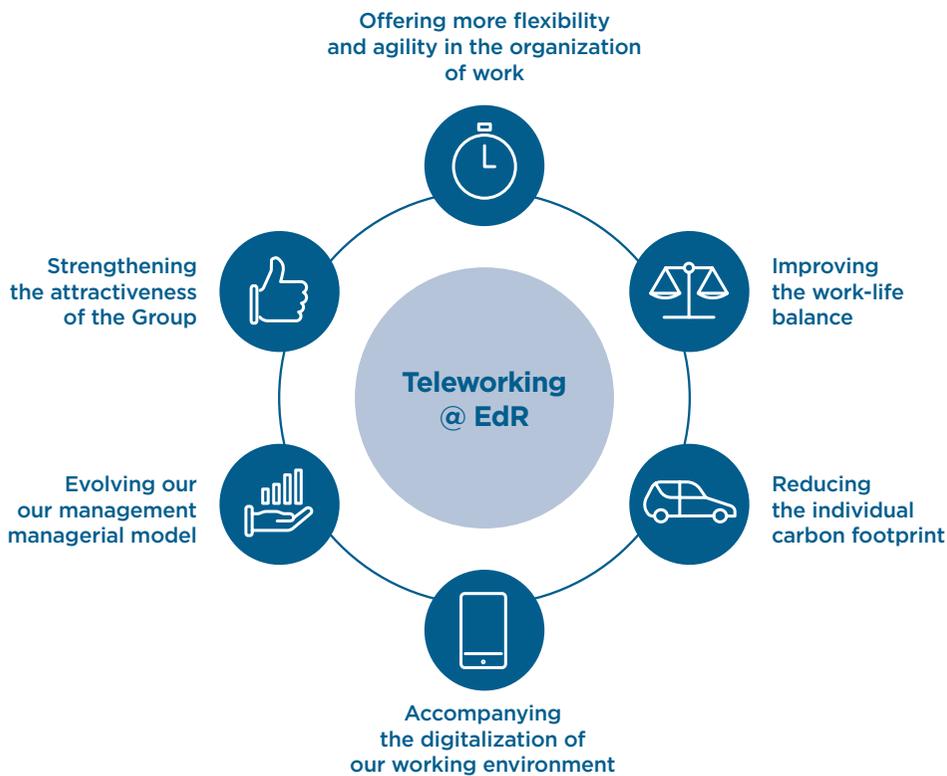
41%
of women
among recruitments

38%
of women among
the internal mobilities

24%
of women in senior
management

Flexible working arrangements and teleworking

We have defined a policy to perpetuate remote working after the Covid-19 period. Our objective is to guarantee a good work-life balance, to promote performance and to offer greater flexibility in working arrangements.



“Once again this year, we have prioritised the health of our employees and ensured the continuity of our activities by managing the Covid-19 crisis with confidence. Obtaining the “Top Employer” certification for Switzerland demonstrates our ability to translate our ambition into concrete actions to strengthen the commitment and development of our employees.”

Diego Gaspari
Member of the Executive Committee
Head of Human Resources for the Edmond de Rothschild Group

Onboarding of new employees during the Covid-19 period

We set up a welcome programme for all newcomers to the Group in the form of webinars, including induction sessions with Executive Committee members. This new formula promotes proximity and exchanges with new employees.

New shared objectives in the performance process

In 2021, we integrated two new shared objectives into the performance assessment process:

1. A sustainability objective with mandatory training for all employees
2. A managerial objective on performance management

GRI 401-1 / 404-3

SHARE AND EMBODY THE EDMOND DE ROTHSCHILD CULTURE

Living the Group's culture means translating it into concrete practices in order to:

- › Create positive relationships
- › Improve the employee experience
- › Build an internal environment of unity

Our unique culture is broken down into ten action principles to guide the way we work together and interact within our Group and with our stakeholders.

NOS 10 PRINCIPES:

- › **Be curious about our whole universe:** more than just a bank
- › **Fight for our name:** our brand is "Edmond de Rothschild"
- › **Roll up your sleeves:** entrepreneur above all
- › **"YES I CAN":** everyone can contribute and make a difference
- › **Succès is built step by step:** every action counts
- › **Go the extra mile:** a sense of excellence and desire to break new ground
- › **Details matter:** excellence requires precision
- › **Have the courage to speak out:** speak out to move forward
- › **The answer lies in working together:** at Edmond de Rothschild "1+1=3"
- › **Be responsible and get involved:** we are committed into making a positive impact

43% of woman among the
2,468 Group employees

95% of employees
on permanent contract

43 nationalities represented in the Group

94% of employees
completed the evaluation process

9.8 years is the average
career length of our employees

27.4% of hires
come from internal mobility

GRI 401-1

INVEST IN THE DEVELOPMENT OF OUR HUMAN CAPITAL

Continuous training

The valuation and development of our human capital is at the heart of our human resources strategy. One of the means of achieving this is the continuous improvement of professional skills and knowledge.

A continuous education and learning process involves a comprehensive training offer, which is updated every year and in line with the Group's strategy. The annual performance appraisal process includes a personalised skills development plan for each employee. This tool enables managers to define development priorities and target appropriate training that contributes to the development of our employees.

In 2021, we have:

- › Expanded our training offer on regulatory requirements
- › Created two additional training courses dedicated to professional and talent development for employees of asset management and Private Banking
- › Enriched our programmes dedicated to the continuous improvement of customer service and the maintenance of relationships based on trust built through a holistic understanding of customer needs
- › Transformed 100% of our mandatory training into digital format

28,164 training hours
provided in 2021

14 training hours
on average per employee in 2021

“

“Our training offer further evolved in 2021 with an extension of the available programmes. Among other things, we have included several training sessions specifically dedicated to improving sales skills, particularly for all teams in contact with customers. We do not rest on our laurels and work constantly to support our customers and strengthen the relationship of trust”

Davide Paganoni

Head of Learning & Development, Edmond de Rothschild Group

Internal mobility and promotion

All positions open to internal mobility are published on our Intranet site and are communicated by email to the employees of the hub concerned. Mobility committees within each Hub meet twice a month. At the same time, other tools are available to employees to support them in their career development projects:

- › Career interviews with HR Business Partners
- › Annual interview with the manager
- › The implementation of an individual development plan
- › Skills assessment
- › The Mobility Committee
- › Mobility speed dating

Mobility represents an act of commitment by employees to build themselves a long-term career path. It aligns personal aspirations with the needs of the Group and strengthens our employer brand.

120 internal transfers
organized in 2021
(+90% vs 2020)

164 internal promotions
in 2021 (+16% vs 2020)

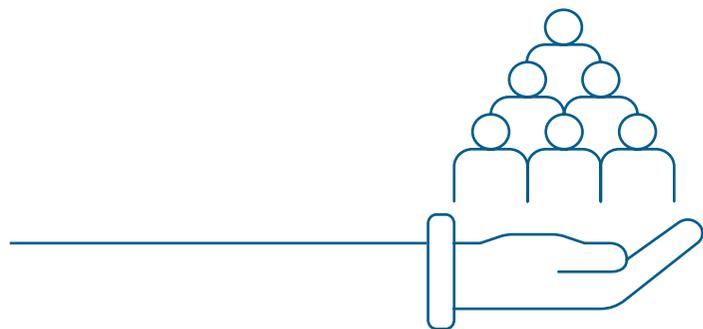
GRI 404-1

Management development

Our managers benefit from a made-to-measure in-house training programme called “Management Master”. We designed it to develop common management practices for key processes:

- › Performance management
- › Remuneration review
- › Recruitment and interviewing techniques
- › Remote team management
- › Team commitment
- › Effective digital communication
- › Ten principles of the Group’s culture
- › Be a benchmark employer

The definition of clear and ambitious objectives for each member of our teams has a positive impact on collective performance. Encourage the dissemination of management practices consistent with our values and our ten culture principles by supporting the development of management skills through innovative training programmes.



A competitive and responsible remuneration policy

The Group’s remuneration policy is based on four basic principles, summarised as follows:

- › Offer prospects for competitive overall remuneration
- › Guarantee equal treatment and remuneration between women and men taking into account the skills, qualifications and experience of each employee
- › Align employee interests with the Bank’s development and profitability objectives while respecting its interests and those of its customers
- › Strengthen the collective spirit by combining individual performance targets by business line/geography or at the level of the Bank as a whole
- › Apply sound corporate governance as well as strict compliance with procedures, internal regulations, social legislation and financial sector standards to the remuneration policy

The Group monitors changes in its remuneration practices and compares them with those of local markets. It participates in remuneration surveys and analyses to ensure that the remuneration offered to its employees remains attractive, competitive and in line with local market practices, both in terms of fixed and variable remuneration. **GRI 102-35**

Long-term retention

The Group has designed several instruments that can be used not only for regulatory compliance purposes, but also to manage the performance, recognition, alignment and retention of its employees, such as the Long Term Incentive Plan (LTIP).

ENVIRONMENTAL IMPACT

OUR MISSION:

Limit and control our environmental impact

Climate change requires urgent attention and action. At Edmond de Rothschild, we consider climate risk to be a major and transversal risk.

Our wealth management and asset management businesses are committed to investing responsibly in response to these emergencies. The integration of climate risk into our investment activities is detailed in the Responsible Investment chapter on page 24. For our consumption, we follow the Greenhouse Gas Protocol standards to measure and report greenhouse gas (GHG) emissions under Scopes 1 and 2. We also report CO₂ emissions under Scope 3, as related to business travel by plane and car.

We have set out environmental principles:



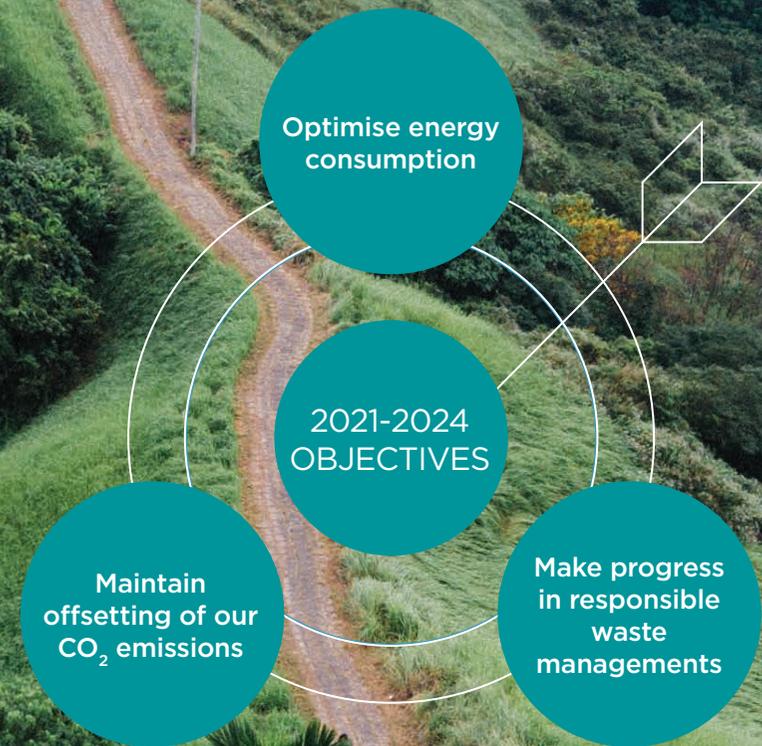
Comply with applicable environmental laws and regulations and adopt voluntary standards and initiatives



Integrate environmental risks across all of the Company's business lines



Measure and report each year on the Group's environmental performance



REDUCE OUR IMPACT THROUGH PRAGMATIC ACTIONS

The risks and opportunities that climate change represents for our Group are taken into account by the Group Executive Committee. As a responsible company, we have a duty to combat climate change through commitments and internal actions.

In line with our environmental policy, climate change risk management involves:

- › Integrating climate risk into our investments
- › Reducing our carbon footprint
- › Offsetting our CO₂ emissions within our own value chain
- › Purchasing recycled or certified paper
- › Controlling our energy consumption
- › Waste reduction and sorting

Maintain our efforts

We are continuing our commitments to take action to control the risks associated with climate change and reduce our impact. For example, in our buildings in Geneva, we installed a slatted shutter in the IT server room to reduce the volume of space to be cooled. Corridor lighting uses Led and we also replaced the boiler for a more efficient and less energy-consuming condensing model, leading to the elimination of dual gas-fuel oil energy and the reduction in power and consumption. The heating networks are equipped with flow rate control devices and are balanced before they are commissioned, in order to minimise all energy consumption, including electricity consumption.

In Monaco, three charging stations for electric cars have been installed in our customers' car parks and all new company vehicles must be either electric or hybrid.

In 2021, in France, we updated the Employer Mobility Plan (EMP) in order to continue to improve employee mobility for work-home and business travel. The overall EMP performance was positive, with a significant increase in the share

of cyclists, the removal of diesel from new vehicles and a reduction in the size of the car fleet. These changes also come out of a health crisis that has helped to encourage cycling, at the expense of public transport in particular. The new action plan will be in line with these trends in order to anchor changes in practices over the long term.

With regard to the protection of biodiversity, the two insect hotels are still in place in Paris. They are used as an egg-laying support for species such as mason bees, and also to shelter auxiliary insects where species reproduction is developed. The numerous nesting boxes and pantries are also still in place around the buildings. Thanks to the beehives installed on the roofs of the bank in Paris, 30 kilos of honey were harvested in 2021, despite catastrophic weather during the spring. This honey was given to Edmond de Rothschild Héritage to be bottled and marketed.

GRI 102-29 / 102-49

Recycling management GRI 306-2	2020	2021
% of employees with access to a paper recycling system	97%	97%
% of employees with access to a plastic recycling system	58%	93%
% of employees with access to an aluminium recycling system	61%	63%
% of employees with access to a glass recycling system	59%	94%
% of employees with access to a cardboard recycling system	66%	67%
% of employees with access to an organic waste recycling system	25%	38%

Paper Recycling	2020	2021
Recycled paper waste (tonnes)	89.1	74.4

Access to sorting systems has increased for plastic and glass. Our paper waste decreased by **16%** compared to 2020. The quantity of overall waste decreased by **25%** compared to 2020. Teleworking was a major contributor to these results. We donated 182 kilos of IT equipment in 2021.

OUR INSETTING PROGRAMME

Since 2017, we have offset our CO₂ emissions corresponding to scopes 1 and 2 through a targeted inseting programme. Insetting makes it possible to integrate socio-environmental commitments at the heart of our value chain. We have, therefore, chosen to support the reforestation of rural areas isolated from the sphere of influence of our impact investing activities. The first programme to plant precious wood and fruit trees on these small farms ended in June 2021 but we will continue it from 2022. The monitoring of the first programme continues until 2026.

Our programme supports technical assistance in agroforestry for small-scale coffee producers. It helps them convert their degraded or abandoned plots into productive agroforestry systems capable of developing long-term economic security. It targets the fight against coffee mildew.

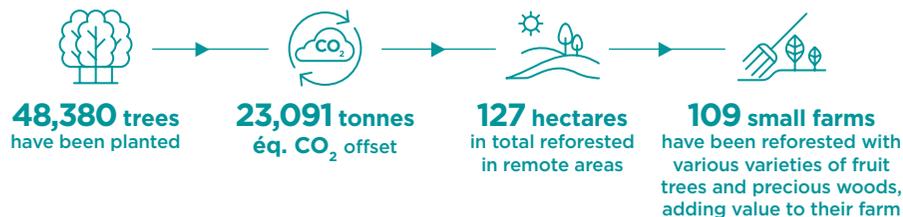
This support involves:

- › An inclusive landscape approach
- › Research and development programmes
- › Capacity building in the face of climate change
- › The adoption of agroforestry systems that improve their livelihoods and preserve the region's biodiversity and forests
- › Two technicians hired full-time for the establishment, maintenance and monitoring of trees

The development and training of smallholders enables them to obtain a diploma in agricultural management from the Escuela Nacional de Café de Nicaragua.

Since 2017:

109 families benefited from support for sustainable growth of their farm and income



Passing on the natural heritage

Children in the communities participating in the programmes were informed about the importance of trees. Trees were given to children at an environmental fair organised by the Nicafrance Foundation to raise their awareness of respect for the environment, biodiversity and the conservation of species. The trees were measured for size and trunk diameter, and assessed for their health. The children who took the best care of their trees were rewarded. They also received trees to plant in and around their school.

As part of the “Our coffee, our birds” project, biodiversity experts specialising in bird recognition in the field of coffee make children aware of the importance of trees for preserving biodiversity.



987 families in rural areas have been impacted by training covering:

- › Climate change awareness
- › Good agricultural practices
- › Long-term maintenance of plants and trees

OUR CARBON FOOTPRINT

Climate change is a threat to all living things and the planet. Companies and governments play a key role in the energy transition. Optimising our impact on the environment is, therefore, a priority objective among our sustainable development commitments.

At the end of 2021, we decided to continue our insetting programme in Nicaragua as it is part of our long-term operations. The difference in this second programme will be the offsetting of the Group's three scopes of carbon emissions, against the offsetting of scopes 1 and 2 for the first programme.

SCOPE 1: direct emissions from controlled sources

such as natural gas produced by the company

SCOPE 2: indirect emissions related to energy consumption

such as electricity, heating, cooling

SCOPE 3: indirect emissions related to our value chain

such as waste or professional travel

Our own emissions rose in 2021, in line with the gradual resumption of face-to-face activities and business travel. The Group's carbon footprint of the Group in 2021 has therefore increased by **36%** compared to 2020. Since 2014, the reference year for the calculation of our carbon footprint, we have reduced the intensity of our CO₂ emissions by **60%** for the Group and **57%** per employee.

Consequently, Scope 3 items represent **53%** of our emissions compared to **45%** in 2020. The footprint per employee also increased, from 0.92 tons of CO₂ equivalent to 1.27 tons of CO₂ eq. **GRI 102-15 / 102-48 / 102-49 / 305-5**

Energy consumption

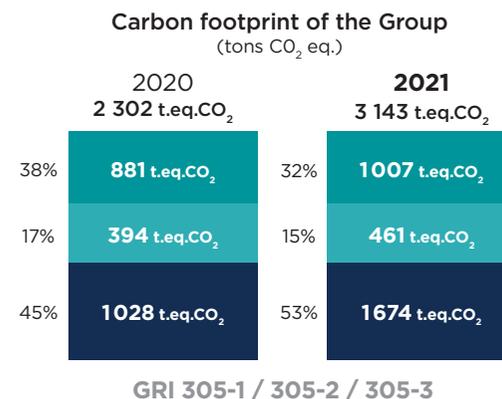
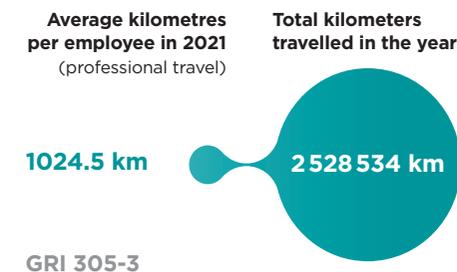
The Group's energy consumption decreased by **2%** in 2021. The telecommuting has been made permanent and office attendance has been stable. Electricity still accounts for **60%** of our global energy consumption, compared to **61%** in 2020. Energy consumption per employee has decreased of **5%** compared to 2020 and by 10% since 2014. **GRI 302-1 / 302-4**

Professional travel

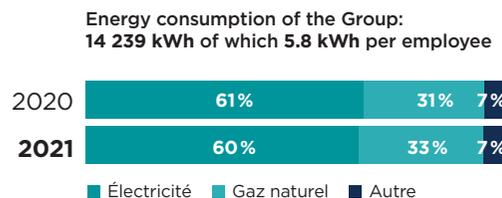
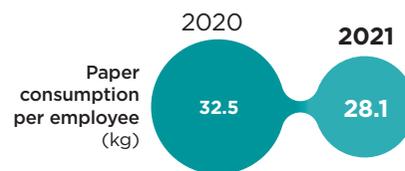
Professional travel resumed in 2021 but with caution. Our travel policy following the Covid-19 crisis encourages meetings and appointments via the Internet. Face-to-face meetings have resumed because social ties are also important for the smooth running of the company. Despite the changes in habits, we have served our customers without interruption. The number of kilometres travelled by plane decreased by **8%** in 2021 and those travelled by company car by **11%** compared to 2020. We have served our customers without interruption despite the changes in our habits.

Waste management and paper consumption

The Group's overall paper consumption decreased by **8%** in 2021 and **68%** since 2014. Consumption per employee has decreased



by **66%** since 2014 and 11% in 2021. We are maintaining our target of using **100%** recycled or FSC/PEFC certified paper. Today it represents **96%** of the paper used. **GRI 301-1 / 301-2**



SOCIETAL ENGAGEMENT

OUR MISSION:

Help to build a sustainable society

Our unique ecosystem is made up of women and men with the same ambition: building the future with the desire to pass on a legacy. All our activities help create our vision: a long-term vision deeply rooted in the real world, far from speculation and immateriality.

We are committed to finding and catalysing effective solutions to societal issues and prioritising sustainability. We partner internally and externally to make a difference in society. We are attentive to changes and seek innovative partnerships to contribute to the world of tomorrow. **GRI 102-12 / 102-49**

Our societal commitment is focused on three key topics:

-  **Participation in societal transformations thanks to our unique ecosystem**
-  **Social and societal support through the commitment of our employees**
-  **Integration of positive change factors in our external collaborations**



BE A COMMITTED PLAYER IN SOCIETY

The challenges posed by sustainable development emergencies are accelerating societal transformations. As a Group founded by a family of entrepreneurs, we are convinced that the transition to a more sustainable business model and better management of global warming is everyone's business. Through our active investment vision, our analyses and our investment strategies in real assets have participation objectives to improve communities. Our desire for impact in the real economy also involves our core business: investment.

Our convictions and the themes identified contribute to the development of a differentiating offer that combines financial performance and societal utility.

We count, among others, the following themes among our value creation strategies:

- › Land remediation and rehabilitation on former industrial sites
- › Implementation of sustainable agricultural models to improve land management
- › Preserving biodiversity
- › The development of affordable housing for affected populations
- › Support for local economies through financial inclusion
- › Human capital as a source of economic and social performance

Supporting our customers in their commitments

We continued to support our clients throughout 2021 in their search for philanthropic objectives and initiatives. Listening to our customers at all stages of their discussions makes it possible to build their societal commitment project in detail.

We made progress during the year in supporting customers in the creation of their engagement projects. We set up philanthropic vehicles, family workshops and meetings with field workers. We have also developed dialogue with asset management in order to set up investment opportunities that are in line with the customers' values and mission, particularly in real estate and private equity.

In 2021, the first co-donation took place, which enabled a donation for one of the Edmond de Rothschild Foundations programmes. This first transversal action opened up new perspectives for other opportunities. At the same time, we have continued to develop partnerships with local philanthropic and engagement players in order to serve and support our customers and their foundations.

In 2021, we also created:

A community
of 30 ambassadors within the Group
to continue to develop and promote Philanthropy and Engagement
to customers, colleagues and local partners

A video
presenting the entrepreneurs and families
who embody the Audacity of building the future through their actions

REPORT ON OUR EXTERNAL COMMITMENTSS

Support for children in OPEJ houses

The OPEJ - Baron Edmond de Rothschild foundation was created in 1945 under the name of «Œuvre de Protection des Enfants Juifs» (protection for Jewish children) to welcome and protect orphaned children whose parents had been deported. Recognised as a public utility since 1957, it continues its action by welcoming children and adolescents from different cultures in two social centres and various prevention, protection and support services, including reception services, meetings, family spaces and a family mediation centre.

The links forged between the foundation and the Group's General Services have made it possible to identify specific needs. For several years, the employees of the Edmond de Rothschild Group have, therefore, supported the OPEJ Foundation through various targeted campaigns such as:

- › The sale of exclusive sportswear with the Edmond de Rothschild brand for employees
- › Destocking of furniture belonging to the Group sold to employees
- › The internal sale of the first harvest of honey from the beehives set up around the bank in Paris
- › The donation of laptops for the two houses
- › Collections of toys, books, furniture and decorative items to equip meeting places
- › The collection of personalised Christmas gifts, based on each child's wish list

The amounts collected during internal sales were all donated to the foundation to support its operations.

The work day is another special event, which allows employees to spend a day in the houses to do miscellaneous work and gardening. These unique moments allow meetings, exchanges and value creation for all.

“

“I had the chance to sponsor two young people within the foundation, whom I followed, encouraged and guided... Today the mission is accomplished because the first one has successfully graduated as an electrician and has just got married, and the second is studying for a master's degree. These are great encounters.”

Sophie Gadi

Head of General Services of the Edmond de Rothschild Group

Every year for over two years, events and workshops have been organised in each house to raise children's awareness of the importance of biodiversity. We are convinced that these concrete actions help to prepare future citizens to build a more sustainable world. We work in each element of our ecosystem for a positive impact in the real world. **GRI 102-12 / 413-1**



REPORT ON OUR EXTERNAL COMMITMENTS

Societal engagement programmes

The Edmond de Rothschild Foundations are independent of the Edmond de Rothschild Group, but thanks to our unique ecosystem, we have created bridges to put skills and experience at the service of community programmes. In 2021, Edmond de Rothschild employees were able to share their expertise through the following skills sponsorship programmes.

Despite the health crisis, employees were still able to contribute their skills to the following programs:

SINGA Acceleration

SINGA Acceleration is a 12-month leadership and support programme for refugee entrepreneurs and entrepreneurs working in refugee reception who are in the process of scaling up their activities. The companies selected receive five months of tailored support, including mentoring on strategy and finance, peer-to-peer learning, meetings with investors and the provision of a workspace. Group employees provide their network and skills, particularly in fundraising, communication and project management.

In 2021: 7 structures were supported by 13 employees.

TEKHNE / Liberté Living-Lab

The TEKHNE acceleration programme is aimed at entrepreneurs from different backgrounds who are committed to civic and social technology innovation and are looking to develop organisational models for the common good. These ambitious initiatives, be they in response to the major challenges of education, employment, the environment, health or public service innovation, need to be supported and assisted. The winners benefit from 12-month support including the provision of cutting-edge technical expertise from the Liberté Living-Lab ecosystem (Big Data, Blockchain, Artificial Intelligence, Virtual Reality), and support from Group employees.

In 2021: 9 start-ups were supported by 20 employees.

L'École de la Philanthropie

L'École de la Philanthropie works to train a new enlightened and committed generation. The association teaches children between the ages of 8 and 11 how they can contribute to the public interest, both at school and in their life outside school. The civic engagement programme combines an awareness phase and an action phase in support of a cause chosen by the children. Each year, the employees of the Edmond de Rothschild Group are invited to commit themselves over a period of one year through interventions in classrooms to mobilize the children and accompany them in the various phases.

Due to the Covid-19 crisis, this support could not take place in 2021.

GRI 102-12 / 413-1

PROTECT OUR STAKEHOLDERS

As a signatory of the United Nations Global Compact, we scrupulously respect our commitments to respect human rights, labour law, environmental protection and anti-corruption measures. To this end, we have put in place a Corporate Social Responsibility policy which will be updated and published on our website in 2022.

In addition, our Responsible Purchasing policy defines the principles of procurement of products and services, taking into account these commitments. We also have a Responsible Supplier Purchasing Charter, which was put in place in 2017 and is being reassessed. A project dedicated to the implementation of a due diligence process will be started. Its objective will be to establish requirement criteria during the evaluation and selection of service providers or suppliers. This process will be aligned with our internal requirements and our commitment to apply responsible and sustainable practices in all our activities.

GRI 102-49 / 102-42 / 102-43 / 102-44



EDMOND DE ROTHSCHILD FOUNDATIONS

CO-CREATING THE FUTURE

The Edmond de Rothschild Foundations push the boundaries of philanthropy. At this incredible think tank, we develop innovative and disruptive collaboration models. Through an entrepreneurial approach, we support sustainable initiatives serving a society based on inclusion and diversity. We build numerous bridges with civil society, the private sector and public institutions. It is working together that we will have a more lasting impact. The Edmond de Rothschild Foundations coordinate an innovative ecosystem based on four areas of excellence:

- ▶ HEALTHCARE
- ▶ ENTREPRENEURSHIP
- ▶ ARTS
- ▶ EDUCATION & EXPERTISE
IN PHILANTHROPY

The many societal challenges we are facing, such as the climate emergency, the resolution of which could still leave the illusion of the medium-term, have for the most part been exacerbated by the health crisis. While

the race for the Sustainable Development Goals (SDGs) is being undermined in this context, our commitment remains key in many sectors.

Our approach based on convergence deserves to be strengthened, bringing together various stakeholders behind shared values, whether from civil society, business or government. This is the bet made by the Edmond de Rothschild Foundations, guided by the conviction that the union of these complementary universes represents an opportunity for systemic change and sometimes unexpected alliances. Perhaps the distance that the crisis has imposed on us underlines the extent to which we are interconnected and how our power to act is bolstered outside of silo logics.

We are convinced that the crisis that we are going through offers an opportunity to imagine the world of tomorrow and work towards it. Let us continue to shape the future together and salute the resilience of those who continue to inspire it. This is how we pay special tribute to the dedication and courage of medical and hospital staff around the world, like the teams at the Adolphe de Rothschild Foundation Hospital in Paris. On a daily basis, they embody the spirit of a humanism that finds all its greatness in facing the challenges of today and accompanies us towards new promises.

The commitment of the Edmond de Rothschild Foundations has its roots in the 19th century. The philanthropic initiatives of one generation inspire those of the next, leading to innovative and creative solutions to meet the societal challenges of each era.

Today, the Edmond de Rothschild Foundations identify the most inspiring projects and the most innovative partners, manage risks and pass on tools and methods. They assess impacts to ensure continued performance over time. This philanthropic commitment and this desire for social transformation are based on the pursuit of an entrepreneurial strategy. Gifts are inspired by generosity and come from the heart. While philanthropy must maintain this attention to others, it is also important to seek efficiency and sustainability. To do so, the Foundations forge innovative models and use the entrepreneurial approach to improve society. The Edmond de Rothschild Foundations coordinate an innovative ecosystem based on four areas of excellence. They contribute to many of the Sustainable Development Goals (SDGs) established by the United Nations.

The health crisis has revealed the fragility of our society and highlighted the need to be aware of the various possible paths for a more resilient world. The probable origin of this crisis is indicative of a deeper, more lasting and global crisis, that of the imbalance of natural ecosystems due to their overexploitation and destruction by human activities accentuated by climate change which is already impacting the most vulnerable populations. The arrival of this crisis and its impacts are a wake-up call for us to act quickly.

In 2021, we intensified our support for entrepreneurs who combine economic sustainability and societal impact in areas such as the environment, urban

“Our world faces unprecedented economic, social and environmental challenges due to the uneven management of financial institutions and public policies. This situation has been exacerbated by the reckless exploitation of our natural resources and an unprecedented health crisis. We all have a role to play in building a better world for our children. By contributing to the emergence of innovative solutions to current challenges, our Foundations ensure every day that our vision is reflected in sustainable achievements in science, the environment, the arts, education and entrepreneurship. The people in whom we have placed our trust and the projects we support provide the best illustration of our faith in human potential, our commitment to the value of sharing and our perpetual quest for excellence.”

Ariane de Rothschild

regeneration and agribusiness. The Adolphe de Rothschild Foundation Hospital, already mobilised in favour of patients suffering from Covid-19, continues to accelerate its scientific investigation of the virus. For artists, we have amplified our commitment to professional integration and the development of impactful entrepreneurial projects. With younger generations, l'École de la Philanthropie continues to work to raise awareness among children between the ages of 8 and 11 of the major human and climate challenges of today and tomorrow.





ARTS

REVEAL, UNITE, INCLUDE

MISSION

- ▶ Continue the Rothschild family's visionary direction of cultural philanthropy serving inclusion, social transformation and personal development
- ▶ Promote education through the transmission of arts between famous and emerging artists and audiences with little knowledge of their artistic culture or practices
- ▶ Develop external cultural mediation actions to initiate community participation processes which catalyse the ability to act individually or collectively
- ▶ Boost the activism of art scenes and foster professional, social and political debate in favour of cultural diversity



EDUCATION & EXPERTISE IN PHILANTHROPY

INSPIRE, FEDERATE, DISTRIBUTE

MISSION

- ▶ Continue the Rothschild family's visionary direction of cultural philanthropy serving inclusion, social transformation and personal development
- ▶ Promote education through the transmission of arts between famous and emerging artists and audiences with little knowledge of their artistic culture or practices
- ▶ Develop external cultural mediation actions to initiate community participation processes which catalyse the ability to act individually or collectively
- ▶ Boost the activism of art scenes and foster professional, social and political debate in favour of cultural diversity

ENTREPRENEURSHIP AND INNOVATION PROGRAMME IN CLASSICAL MUSIC

Since 2019, the Edmond de Rothschild Foundations have supported the development of the Entrepreneurship and Innovation Programme in Classical Music, led by the Reina Sofia Graduate School of Music in Madrid. This unique programme in Europe supports classical performing artists in the design and development of a musical project with a social impact. Thus, in 2021, the projects presented were in the field of health – creation of music formats for people with disabilities, for example, and the fight against global warming, in particular through projects to raise awareness on environmental themes through music.



THE SCHOOL OF THE CITIZENS OF TOMORROW: INFORMED, ACTIVE AND COMMITTED

L'École de la Philanthropie works to train a new, enlightened generation that is committed to the social and environmental challenges of tomorrow. Designed and led by the Edmond de Rothschild Foundations and the Fondation de France, the association continues its mission to teach children aged 8 to 11 to act in the public interest, in school and outside of school. In 2019, the programme was developed throughout France with the launch of a digital platform. In 2021, a study measured the impact of altruism education on the cognitive and social development of children.





HEALTHCARE

SEE, THINK, SEARCH

MISSION

- ▶ Defending access to high quality healthcare for all within the Adolphe de Rothschild Foundation Hospital for Ophthalmology, the first Paris hospital that was free and open to everyone, inaugurated in 1905
- ▶ Supporting and disseminating research work in neurosciences and ophthalmology, thus spreading innovation
- ▶ Initiating sustainable cooperation models based on the transfer of medical skills to emerging countries



ENTREPRENEURSHIP

PÉRENNISER, TRANSFORMER, CONVERGER

MISSION

- ▶ Identify entrepreneurs with high potential impact and accelerate their upscaling with customised support programmes
- ▶ Support convergence between market economy players and impact entrepreneurship by mobilising and bringing together academic research, investors, major companies and entrepreneurs
- ▶ Create an active community of leaders for change
- ▶ Promote sustainable capitalism that combines performance and the public interest

A HOSPITAL STILL MOBILISED IN THE FACE OF THE HEALTH CRISIS

In 2021, the health context has once again put the Adolphe de Rothschild Foundation Hospital under pressure to fulfil its public service mission, by maintaining resuscitation beds, welcoming patients in health repatriation and opening a vaccination centre. Nevertheless, the involvement of the teams made it possible to maintain the care of usual patients and the development of a variety of innovative projects.

Thus, throughout this crisis, the Edmond de Rothschild Foundations maintained their support for the international university training of doctors via the Fellowship programme, for innovation and the development of artificial intelligence by financing a dedicated unit, as well as the quality of life of hospitalised patients and hospital staff with the Music in Mind programme.



TEKHNÈ: PUBLIC INTEREST DEEPTECH ACCELERATOR

Co-founded in 2019 by the Liberté Living Lab and the Edmond de Rothschild Foundations, the TEKHNÈ programme is the first French incubator entirely dedicated to the acceleration of public interest deeptech start-ups. Bespoke support for entrepreneurs combining cutting-edge technologies, economic value creation and large-scale impact on urgent societal issues in two key areas: health and the environment. Among the nine start-ups supported in 2021, several innovate to meet the challenges of the climate crisis:

- ▶ **LITE:** a reliable analysis solution with high added value to help users control their energy consumption
- ▶ **FINRES:** algorithmic solution for assessing climate risks to prioritise agricultural investments
- ▶ **KLAAS:** artificial intelligence for automated recognition and monitoring of biodiversity





EDMOND DE ROTHSCHILD HERITAGE

The Edmond de Rothschild art of living has been passed on from generation to generation for more than a century.

Whether in wineries, on farms, in the kitchens of restaurants and the various hotels, where everyone is received with a special kindness.

This art of living is based on the know-how of passionate craftspeople, who enhance the terroirs and reveal the typicity of regional flavours. It is also based on respect for people and nature, without which these palettes of tastes, these audacious pairings and these exceptional moments would not last.

Each Edmond de Rothschild Heritage project is developed with a strong environmental awareness: teams are now convinced of the need to create short production circuits and rely mainly on local inputs. Here are some examples.

THE DOMAINE DES 30 ARPENTS, PRODUCING IN CLOSED CIRCUITS

Located in Favières, 40 km from Paris, in the heart of the Briard region, Compagnie Fermière Benjamin & Edmond de Rothschild covers 1,000 hectares of woodland and 600 hectares of mixed farming, maintained daily by a team

“We are faced with a very significant generational challenge. It is urgent to rethink the agricultural model in light of the growing needs of populations populations and climate issues. In France, 160,000 farms will have to be taken over in the next 3 years. We are witnessing the advent of innovative practices such as permaculture, agro-ecology, soilless culture, all proposals that can contribute to food security without being energy consuming or polluting. At the Domaine des Trente Arpents, we are actively thinking and working in this direction to the farm of the 21st century.”

Alexis de La Palme

Président du Directoire Edmond de Rothschild Heritage

of 40 people. Since its creation, Domaine des 30 Arpents has worked with respect for nature, taking into account all environmental issues and optimising each of its resources.

Acquired at the beginning of the 19th century by James de Rothschild to preserve this green area in the east of Paris, the site places the protection of fauna and flora at the heart of its actions. It is therefore in accordance with the vision of its first owner that the farm operates today by limiting external inputs as much as possible.

This begins with the fodder given to the Domaine’s cows, which, grown on site, makes it possible to control the quality of the milk collected. This same milk is then processed in the cheese factory to make it the only Brie de Meaux AOP farmhouse in the world. The whey, unfit for consumption, is used - along with other farm waste - to supply the methanisation unit, which provides the entire Domaine with energy, which is largely sufficient for its operation. Finally, the digesta from anaerobic digestion is recovered as mineral fertiliser and then used on the Domaine’s crops.

WORLD WINES, REFOCUSING ITS ACTIVITIES ON THE LOCAL MARKET

Today, Edmond de Rothschild Heritage has nine wineries located in France, Argentina, Spain, South Africa and New Zealand, with customers worldwide. Such geographical expansion requires rationalising production and distribution methods to reduce its environmental impact as much as possible.

While the historical marketing of Edmond de Rothschild Heritage wines has until now been mainly focused on exports, we are now seeking to develop a local customer base in each producing region. The new acquisition of the Akarua vineyard in New Zealand reflects this strategic desire, since 90% of its production is now sold on the domestic market. This is also the case for Rupert & Rothschild Vignerons in South Africa, which generates nearly 85% of its sales in the country, thus limiting the carbon impact of the activity overall. This is made possible through its association with a local family and historic indigenous partnerships. They create brands with a strong local footprint that above all respect local cultivation methods.

CHÂTEAU CLARKE, INCREASING QUALITY BY LIMITING ITS CARBON FOOTPRINT

Château Clarke already practices sustainable, precision viticulture that is gentle and respectful of its environment. For example, the estate has discontinued chemical weeding and de-stemming throughout the holding since 2016, as well as chemical fertilisers, and it now uses natural methods to take care of the vines (for example by planting cereals and legumes to structure the soil and increase biodiversity).

To go even further in this reflection, the Impulse project was initiated in 2020

with the aim of renovating the production facilities at Château Clarke in order to minimise travel during wine production and, as a result, drastically reduce the property's carbon footprint. In doing so, the project meets a dual requirement: to produce wines of excellence while placing environmental concerns at the centre of decisions.

Significant investment was made in more modern and energy-efficient facilities; the Château's cellars have been buried to bring them closer to the vats and to reduce wine travel. This large-scale project will also make it possible to maintain an optimal storage temperature while limiting energy expenditure in ageing the wines.

Everything is well thought out, on the one hand to limit our impact on the surrounding nature but also to create higher-quality wines distributed locally, then abroad.





GITANA

LCA AND ENVIRONMENTAL FOOTPRINT, THE GITANA TEAM INITIATES THE APPROACH



Aware of the undeniable impact of the raw materials, in particular carbon, used in its sport and keen to commit to environmental issues and act positively, the Gitana offshore racing team wished to jointly set up two impact analyses. These studies, carried out in collaboration with Quantis, are based on a scientific and structured approach, the primary objective of which is to measure in order to establish an exhaustive inventory. The results will then enable them to imagine a relevant action plan adapted to competitive offshore racing.

The overall approach consists of two pillars: a detailed analysis of the Gitana Team's environmental footprint and a study of the life cycle of the Maxi Edmond de Rothschild, the first maxi-trimaran of its generation capable of flying on the high seas.

Understanding the Gitana team's environmental challenges then identifying impact reduction levers

The analysis of the Gitana Team's environmental footprint has several objectives. The first is to enable each member of the team to become aware of their impact by basing their analyses on recognised and proven methodologies. This sets a concrete framework in which to direct

discussions as well as a starting point to refer to. The second objective is to define specific and achievable areas for improvement. Finally, the third is to identify and prioritise strong optimisation levers for the management of the team's operations. The approach is intended to be as pragmatic as it is effective because this desire to act must not deter the team from performance and competition, which remain the driving forces of Gitana Team. It must, therefore, be adapted to the specificities of ocean racing, a sporting field whose main resource remains wind but which uses raw materials from fossil fuels for the manufacture of its sailboats. Team travel to competition starts and finishes as well as equipment movements inherent to the race calendar add to the impact and are a significant part of it.

The analysis of Gitana Team's environmental footprint will be based on the GHG Protocol methodology, which uses the concepts of Scope 1, 2 and 3. Scope 3, which corresponds to indirect emissions, such as the extraction of materials purchased by the company to make the product, will be closely studied in order to understand concretely the impact of the offshore racing team on the environment.

Lastly, in the specific case of the Gitana Team, special attention will be paid to the issue of waste and plastic pollution, which are not generally considered as traditional environmental indicators, but which are of great importance in the analysis of the Team's activity.



Life cycle analysis (LCA): a holistic assessment of environmental impacts

A different approach was adopted to specifically study the Maxi Edmond de Rothschild. Life cycle analysis (LCA) makes it possible to measure the environmental impacts of a product “from cradle-to-grave”, i.e. throughout its value chain, for a wide range of environmental indicators.

Regarding the Maxi Edmond de Rothschild, the life cycle considered begins at its design stage, in this case July 2017, until its end of life, or at least its “first” life. The Gitana Team thus chose to evaluate this portion over a period of seven years, by integrating, in addition to the construction itself, everything related to repairs, improvements and prototyping and of course to the materials used.

Since April 2022, data collection, particularly long and complex in order to benefit from a comprehensive and realistic study, has been carried out by two internal team employees and monitored by one of the Quantis analysts, the environmental sustainability consulting firm that carries out the study and will be in charge of the restitution thereafter. The latter is scheduled for October 2022.

The Maxi’s life cycle approach will thus serve as a starting point to initiate reflections on eco-design, while obviously not dissociating them from the performance and innovation challenges specific to Gitana’s DNA.

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GRI 102-3	Organization Profile	4	No
GRI 102-4	Organization Profile	6	No
GRI 102-5	Organization Profile	4	No
GRI 102-8	Organization Profile	6	Yes
GRI 102-9	Organization Profile	6	No
GRI 102-11	Organization Profile	Given the nature of our activities, the principle of precaution is not applicable to our organization	
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