

MARKETING
COMMUNICATION

2024 Engagement And Voting Policy Report

Edmond de Rothschild Asset Management (France)



EDMOND
DE ROTHSCHILD

| | |
|--|-----------|
| Summary | |
| Editorial | 4 |
| Engagement Fostered Through Best Practice | 7 |
| Our Engagement Philosophy | 8 |
| A Structured Approach | 10 |
| Regular Dialogue | 13 |
| Communication with Stakeholders | 15 |
| Review of the Voting Policy | 15 |
| Exercise of Voting Rights in 2024 | 18 |
| Our Engagement Actions in 2024 | 24 |
| Our Engagement Actions in 2024 | 2 |
| Our Projects for 2025 | 39 |
| Disclaimer | 40 |

Editorial

Responsible investment is part of our management DNA: independent, active, fundamental and conviction-based. This approach, which reflects the values of the Edmond de Rothschild family, not only ensures better risk management, but also creates value over the long term, and is recognized through the trust our customers place in us.

The Responsible Investment approach of Edmond de Rothschild Asset Management (France) aims both to reduce risks and to identify opportunities related to sustainable development issues. As an active, long-term asset management company, we aim not only to direct our investment choices towards the most responsible companies, but also to support them in evolving their business models and practices towards a more sustainable world. In this regard, exclusions are considered a last resort for Edmond de Rothschild Asset Management (France). However, we do exclude securities whose holdings might be deemed incompatible with regulations or practices that we view as least compatible with our responsible investor approach, particularly concerning climate issues. Edmond de Rothschild Asset Management (France) has established a formal exclusion policy that includes controversial weapons, thermal coal, tobacco, palm oil, certain non-conventional fossil fuels and the violation of one of the ten principles of the United Nations Global Compact (UNGC).

Beyond our investments, our commitment is reflected in our contribution to initiatives aimed at promoting more responsible finance and innovation in sustainable investment. Climate change, biodiversity, green taxonomy, the role of intangible assets, animal welfare... We are committed to a wide range of issues, giving priority to initiatives that aim to make concrete progress.

As committed investors, we are active on all 3 ESG pillars (Environment, Social, Governance):

E Our Group is committed to the environment and the fight against global warming. In 2017, we drew up a climate roadmap aligned with the goal of limiting global warming to less than 2 degrees. This roadmap was updated in 2020 to take account of the climate emergency and the responses made by the various economic players and regulatory authorities. The launch in 2020 of an investment strategy focused on energy and environmental transition also testifies to the strength of our convictions on this central issue. The update of our Climate approach led to the formalization of a Climate Policy and a Biodiversity Policy, particularly following the announcement of Edmond de Rothschild Asset Management's joining the NZAM initiative in May 2023.

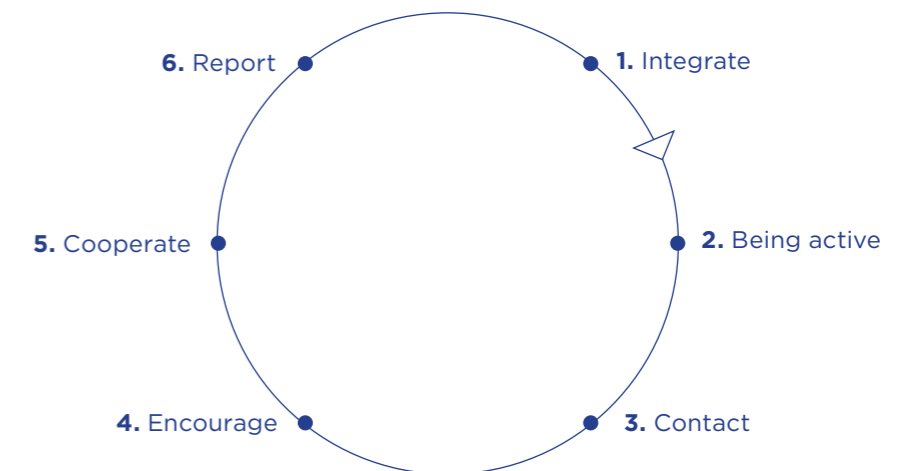
S Beyond financial performance, our portfolio management teams strive to create added value and foster positive changes in society and the world around us. Our strategies focused on human capital and health are excellent examples of how we incorporate social factors into our management approach.

G Active shareholding drives positive changes. The goal is to support companies in their efforts towards greater transparency and improved long-term ESG practices. Our approach primarily focuses on direct dialogue with European companies. It involves both individual and collective dialogue, communication prior to General Meetings, voting at General Meetings, and, when necessary, participating in the presentation of resolutions.

As a PRI¹ signatory since 2010, Edmond de Rothschild Asset Management (France) is committed to respecting the 6 key Principles for Responsible Investment on a daily basis.

We are committed to:

- **Principle 1** : We will take ESG issues into account in our investment analysis and decision-making processes.
- **Principle 2** : We will be active investors and take ESG issues into account in our investment policies and practices.
- **Principle 3** : We will require the entities in which we invest to publish appropriate information on ESG issues.
- **Principle 4** : We will promote acceptance and application of the Principles among the asset management industry.
- **Principle 5** : We will work together to increase our effectiveness in implementing the Principles.
- **Principle 6** : We will report individually on our activities and progress in applying the Principles.



In accordance with Principle No. 2 of the PRI, as active investors, we:

- Have defined and published a shareholder engagement policy aligned with the Principles;
- Exercise our voting rights in accordance with our voting policy;
- Implement measures to conduct engagement activities with companies;
- Participate, as part of various working groups, in the development of policies, regulations, and standards;
- File shareholder resolutions, in collaboration with other investors, consistent with long-term ESG issues;
- Engage in dialogue with companies on ESG matters;
- Participate in collaborative engagement initiatives.

Therefore, we strive to offer a more comprehensive account of our engagement activities. This report dedicated to our most recent engagements illustrates our efforts. Enjoy your reading!

1. The Principles for Responsible Investment (PRI) were launched by the United Nations in 2006. They are a voluntary commitment aimed at the financial sector, encouraging investors to integrate environmental, social and governance (ESG) issues into their portfolio management, but in a broad sense. The PRI are one of the means of moving towards the widespread consideration of non-financial aspects by all financial professions.



Engagement Fostered Through Best Practice

Edmond de Rothschild Asset Management (France) participates in the work and projects of a number of local and international professional organizations.

- Pioneer in the signature of PRIs
- Pioneer in contributing to local and international industry initiatives
- Pioneer in the “Best in Universe” approach²
- Academic research partner since 2007
- Gradual expansion of our SRI-labeled range
- Launch of our 3rd multi-year Responsible Investment strategy (2021-2024)



2. Best in universe: In the context of socially responsible investment, the “Best in universe” approach is an ESG selection of companies that favors the best-rated companies from an extra-financial point of view, regardless of their sector of activity. In this context, sectors considered to be the most virtuous will be better represented in the final selection (labeledisr.fr).

Vineyards, Château Clarke, Lustrac-Médoc

Our Engagement Philosophy

Edmond de Rothschild Asset Management (France) considers dialogue to be one of the cornerstones of its approach to integrating environmental, social and governance considerations into its management practices.

Our philosophy is based on:

- A constructive, long-term commitment,
- An independent approach consistent with our values,
- An approach endorsed and supported by all management teams and the leadership.

Our goal is to promote dialogue with companies as a priority to improve transparency and corporate performance: by deepening our understanding of companies' issues and performance, and encouraging them to apply best practices. We firmly believe that better management of ESG risks can reduce financial risk and improve long-term corporate performance.

Unlike activism, Edmond de Rothschild Asset Management (France) prefers to engage in constructive dialogue and apply a proactive voting policy. Consequently, Edmond de Rothschild Asset Management (France) encourages one-on-one dialogue on ESG issues at all levels with engaged companies, also closely monitors ongoing shareholder coalitions and assesses the appropriateness of the management company joining collaborative engagement initiatives.

The portfolio managers and analysts at Edmond de Rothschild Asset Management (France) regularly meet with company representatives such as CEOs, CFOs, investor relations managers, sustainability officers, as well as HR and environmental managers. They engage in dialogue on strategic, financial, and non-financial topics. This interaction aims both to better understand companies and refine the ESG ratings of those in the managed portfolios through the Responsible Investment team, while also promoting better practices among the companies they meet.

The goals of our dialogue/engagement approach with companies encompass several levels:

- Enhanced transparency regarding ESG policies, strategies, and practices
- Improved operational performance
- A more robust sustainability strategy
- Contribution to the development of the responsible investment market

This is intended to:

- Refine our ESG evaluations
- Promote best practices
- Encourage companies to improve their non-financial communication
- Support companies in transforming their business models

Furthermore, in 2017, Edmond de Rothschild Asset Management (France) incorporated the commitment as part of its 2°C roadmap, updated in 2020 and 2024. This 3rd edition of our roadmap was marked by a significant development, namely the shift from a 2°C scenario to a more ambitious 1.5°C scenario. This is in line with our commitment, in May 2023, to the Net Zero Asset Management (NZAM)³ initiative. It affirms our ambition for all our assets under management to achieve carbon neutrality by 2050, in line with international efforts to limit global warming to 1.5°C by 2100. This new edition is also enriched by the inclusion of biodiversity preservation issues. All stakeholders agree that the challenges of climate change

3. Launched in 2020, the initiative is designed to mobilise the asset management industry in driving the transition to net zero emissions and enables the implementation of actions and the deployment of ambitious investment strategies that will be necessary to achieve the net zero emissions target.

and biodiversity are closely linked, in terms of both risks and opportunities.

Our climate engagement, both individual and collective, prioritizes sectors and sub-sectors identified as high-risk, as well as companies with significant absolute and/or relative greenhouse gas emissions. To this end, we refer to the Climate Action 100+ list⁴, targeting around 170 global companies, an investor-led initiative ensuring that the world's largest emitters take necessary measures against climate change. Management teams thus prioritize climate dialogue with list issuers in their investment portfolios.

Regarding biodiversity, we engage primarily with companies on the Nature Action 100⁵ initiative list, which Edmond de Rothschild Asset Management (France) joined as a founding member in September 2023. For example, since early 2024, we have participated in collective biodiversity engagements with companies like Bayer and Danone, whose activities present significant climate and biodiversity challenges.

Finally, Edmond de Rothschild Asset Management (France)'s engagement approach is consistent across equity and fixed income asset classes, except for the pre-General Meeting dialogue and resolution filing aspects.

4. Launched in December 2017 during the One Planet Summit, the Climate Action 100+ initiative has set itself the five-year goal of encouraging and influencing the world's major greenhouse gas emitters. The aim is to ensure that they seize the opportunities for transitioning to clean energy and thus comply with the Paris Agreement adopted at COP21.

5. The initiative was launched in December 2022 on the sidelines of COP 15 in Montreal. It was officially launched on 26 September 2023. It is supported by Ceres and the IIGCC, with technical advice from the Finance for Biodiversity Foundation and Planet Tracker. It is designed to mobilise investors to encourage companies to be more ambitious and take action to protect nature and preserve biodiversity. It aims to target the companies most involved in the destruction of nature or most dependent on it at the global level, focusing primarily on eight sectors, including the pharmaceutical industry; chemicals; household products; consumer goods retail; food (from meat and dairy producers to processed foods); food and beverage retail; forestry and packaging (including forest management and pulp); metals and mining.

A Structured Approach

In 2020, Edmond de Rothschild Asset Management (France) formalized its engagement process by establishing a bi-monthly Dialogue and Engagement Committee. Our engagement spans all asset classes, with a priority given to European companies and specific actions directed towards small-cap firms.

Non-European companies are primarily engaged through collaborative initiatives.

Steering Committee

The Responsible Investment team and portfolio managers lead the engagement process, which revolves around a committee meeting every two months. This committee bring together representatives from management, equity, fixed income and asset allocation teams, responsible investment experts, product specialists, marketing, and risk management. The role of this steering committee is to define, validate, monitor and report on our engagement actions.

Policy For Identifying Engagement Actions

Our engagement approach:

- Covers all asset classes,
- Prioritizes European companies,
- Includes specific actions for small-cap companies,
- Involves targeted actions as a creditor (green and social bonds⁶, non-listed issuers).

Generally speaking, we aim to act on strategic and financial themes that impact the 3 pillars of ESG. These themes are chosen in close collaboration with our management teams.

Our policy of dialogue and commitment also includes a dedicated dialogue on climate and biodiversity relating to the application of our Climate and Biodiversity policies.

Specific actions are initiated for certain funds and in the event of significant exposure to an issuer.

In particular, we use our in-house EdR BUILD analysis methodology to target companies and engagement themes. Additionally, our regular company dialogues increasingly focus on issuers' climate strategies and associated goals. In 2024, we engaged in dialogue with companies from the energy, chemical, utilities, and food sectors regarding their climate strategies.

In addition, if a controversy arises, we use a variety of sources to analyze its veracity potentially contact the issuer, and engage in dialogue. Depending on the nature of the controversy, we monitor the company's responses, the actions taken and the results obtained. At the end of 2024, the decision was taken to strengthen the process of monitoring controversies, which resulted in the creation of a bimonthly Controversies Committee chaired by the Global CIO Asset Management and attended by investment managers, IR correspondents and members of the IR team, product specialists and the Communications team, the first of which was held in February 2025. The aim is to identify new controversies that are a priority in both SRI and non-SRI funds, and what action, if any, is being taken (requests to the company,

6. Green bond: a bond issued by a company, international organization or local authority on the financial markets to finance a project or activity with an environmental benefit.

Social bond: is a bond that exclusively finances projects that have a positive social impact on one or more target populations.

contact with other stakeholders, updated analyses, etc.). The committee also liaises with the Engagement Committee, which may decide to take engagement action following a controversy.

Different engagement tools are deployed proactively or reactively:

- **Specific engagement action following a controversy.**
- **A specific dialogue in line with our coal exclusion policy.** We are convinced of the importance of encouraging companies to reduce their dependence on thermal coal. With this in mind, we are attentive to companies' carbon trajectories, and do not wish to exclude carbon-intensive thermal coal producers and electricity generators that make credible and measurable commitments to reduce their coal exposure in order to comply with the Paris Agreement (validated by the Science-based Targets Initiative or SBTi⁷). In 2024, for example, we dialogued with Engie to monitor the implementation of their coal exit and decarbonization strategy.
- **A specific dialogue in line with our policy of excluding non-conventional fossil fuels.** As a long-term shareholder, we are keen to ensure that oil companies align their strategy with the Paris Agreement and avoid investing in future stranded assets, while avoiding carbon lock-in. We spoke to TotalEnergies, Equinor and Repsol about their climate strategies and their positioning in unconventional energies.
- **Company monitoring.** A regularly updated list of issuers is discussed by our Dialogue and Commitment Committee and shared with all portfolio managers. This "watchlist" is made up of companies with particularly poor ESG ratings and/or exposed to high levels of controversy.

Clear Engagement Process

Our dialogue/engagement approach aims at several levels over multiple time horizons:

- Improved transparency of ESG policies, strategies, and practices (12/18 months),
- Enhanced operational performance (2 years),
- A better sustainability strategy (3 years and beyond).

We rigorously track our engagements, starting with defining precise areas for improvement upstream, and establishing a monitoring table including:

- Engagement action launch date with the concerned issuer
- Target area: E and/or S and/or G
- Contact names
- Questionnaire, interviews, visits...
- Identification of improvement axes
- Monitoring follow-ups, responses, progress.

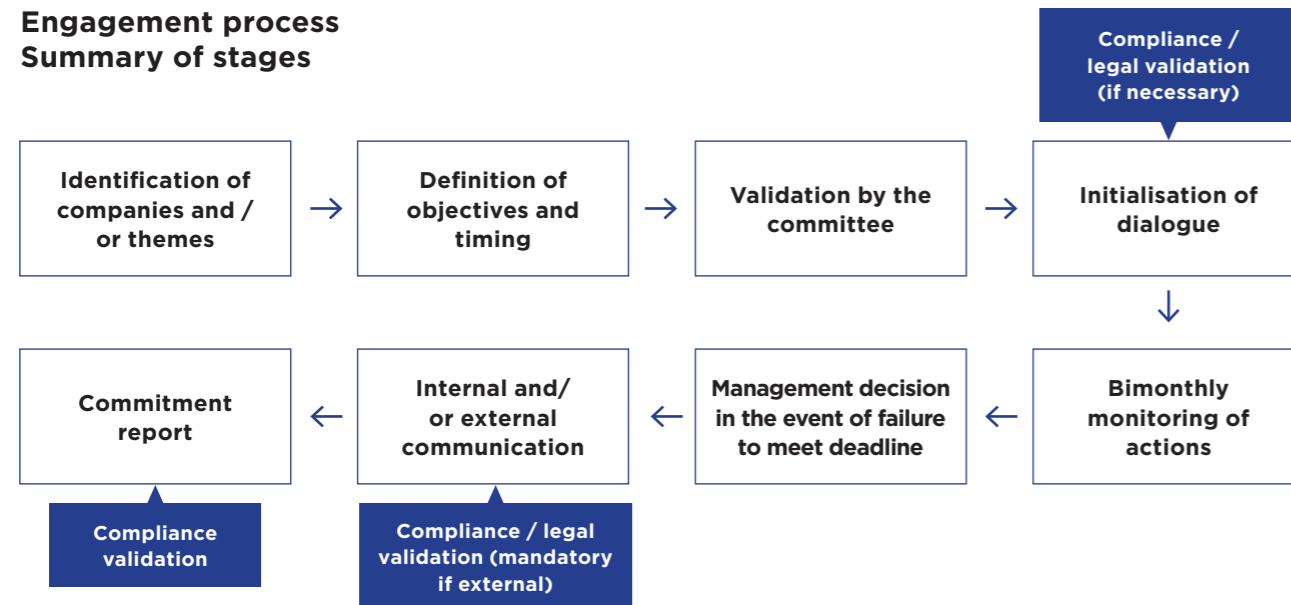
If progress is not made quickly enough, there are several escalation measures:

- **Sending a private letter.** For example, we sent a letter to Waga Energy's CEO and board members highlighting the importance of separating CEO and Chairman roles and having a predominantly independent board.
- **Sending a public letter to the Chairman or board members/executive management.**
- **Speaking out at Shareholders' Meetings:** as an example, in May 2024 Edmond de Rothschild Asset Management (France) co-tabled a resolution with 26 other investors calling on TotalEnergies to align its greenhouse gas emissions reduction targets with the Paris climate agreement for 2030. The vote received 18.6% of the votes cast at the Annual General Meeting on May 21, 2024.
- **Placing the company under watch.**
- **Excluding a security.**

7. The SBTi (Science-based Targets Initiative) is an initiative of the CDP (Carbon Disclosure Project), the UNGCC and the WRI (World Resources Institute) aimed at supporting companies in reducing greenhouse gas emissions using climate science data.

Progress is tracked and measured at the bi-monthly Dialogue and Engagement Committee. We assess progress based on specific KPIs established for each initiative and over specific time horizons.

Engagement process Summary of stages



Regular Dialogue

As a responsible investor, Edmond de Rothschild Asset Management (France) has always been committed to fulfilling its responsibility as a shareholder. The best way to achieve this is still to take part in the decision-making process and in the life of a company, on the one hand by voting at General Shareholders' Meetings, and on the other hand by encouraging open dialogue with issuers on issues relating to corporate governance, enabling the voting policy to be improved and the principles that guided its drafting to be applied to concrete cases. Edmond de Rothschild Asset Management (France) is also working to extend this voting policy to new areas of social responsibility, for example by detailing its expectations when voting on so-called "say on climate" resolutions⁸.

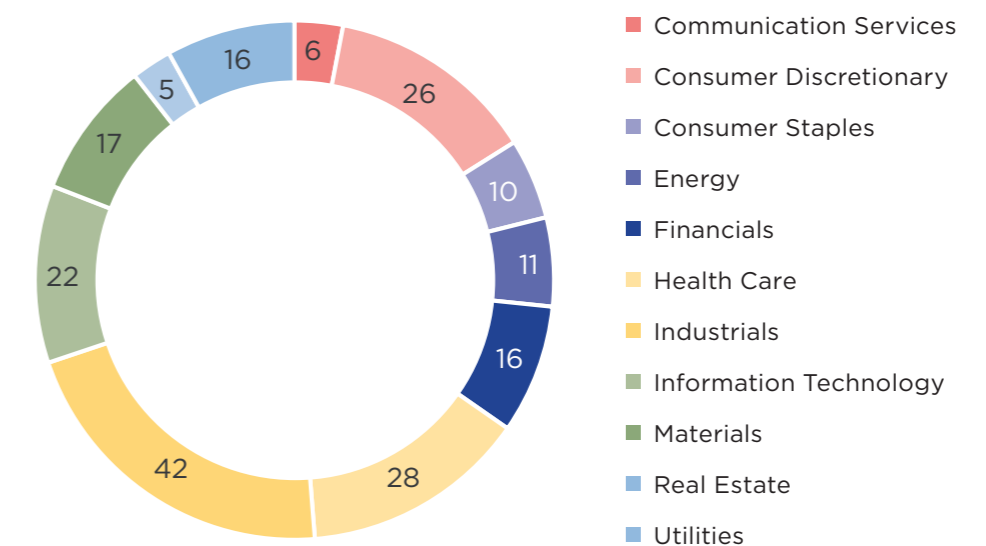
While the impact of Edmond de Rothschild Asset Management (France)'s engagement with issuers is not quantifiable at this stage, the regularity of discussions aims to raise awareness among company leaders and contribute to the improvement of their practices.

In-Depth Dialogue with Companies

Edmond de Rothschild Asset Management (France) stands out through a conviction-driven management approach, relying on frequent interactions between portfolio managers and listed companies. Understanding the strategic, financial, and non-financial issues of companies forms the basis for decisions made during General Meeting votes.

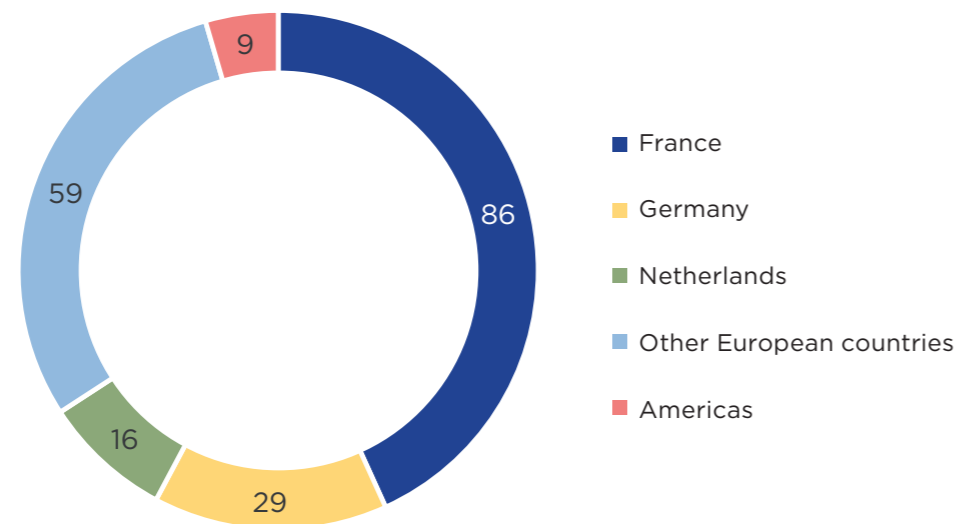
For many years, Edmond de Rothschild Asset Management (France) has developed a positive selection approach aimed at identifying and investing in the most advanced and dynamic companies in the management of their environmental, social, governance and stakeholder relations issues.

Distribution of dialogues by sector



8. A 'say on climate' resolution is a resolution on the agenda of General Meetings, which may be tabled by the company itself or by its shareholders, in order to have shareholders vote each year on the climate policy of the listed company.

Distribution of dialogues by country



The RI (Responsible Investment) management and analysis team conducts an analysis of securities within the universe based on predefined ESG (Environmental, Social, Governance) sub-criteria to establish a non-financial rating of the company. This rating requires in-depth fundamental analysis and a meeting with company management. Interviews on extra-financial topics allow dialogue with specialists in these areas, such as sustainability directors, HR managers, lawyers, or environmental managers.

Thus, while Edmond de Rothschild Asset Management (France)'s management teams took part in a large number of financial interviews throughout the year 2024, the Responsible Investment (RI) team conducted **199 company meetings on extra-financial topics**.

Dialogue Prior to Shareholders' Meetings

Edmond de Rothschild Asset Management (France) has a long tradition of dialogue with companies through voting at General Shareholder Meetings.

Our voting policy incorporates principles of corporate governance as well as social and environmental issues, in line with our ESG analysis approach. Ahead of these meetings, Edmond de Rothschild Asset Management (France) proactively targets the most controversial resolutions or engagements based on company exposure. Discussions often focus on board member renewals, executive compensation policies, authorizations for financial operations (like capital increases or share buybacks), and increasingly, on climate policies and related objectives of the issuers.

Collaborative Dialogue

Edmond de Rothschild Asset Management (France) participates in several collective initiatives deemed most relevant according to its shareholdings and ESG interests. This engagement can occur through:

- Investor coalitions involved in projects for submitting resolutions at general meetings,
- Actions initiated within industry organizations (PRI, FIR...),
- Various sector-specific initiatives of which Edmond de Rothschild Asset Management (France) is a member (Nature Action 100, FAIRR, Access to Medicine, etc.).

Communication with Stakeholders

Edmond de Rothschild Asset Management (France) may communicate with stakeholders in the following cases:

- Investment decision support
- Engagement approach

In this way, the portfolio managers and analysts at the asset management company can communicate with suppliers, clients, employee representatives, or NGOs to obtain more comprehensive information about the company and gain a different perspective. Portfolio managers also regularly organize discussions with independent experts to delve deeper into specific subjects, themes, or the operations of certain companies. Contact with these stakeholders or experts typically occurs through external organizations and is conducted transparently without disclosing confidential data.

Review of the Voting Policy

This policy applies to all portfolios managed by Edmond de Rothschild Asset Management (France), and is implemented in Institutional Management mandates, unless expressly refused by the client.

Vote Perimeter

As a responsible investor, Edmond de Rothschild Asset Management (France) is committed to fulfilling its responsibility as a shareholder. Voting at Annual General Meetings is an essential way of participating in corporate decision-making. This is why Edmond de Rothschild Asset Management (France) has pledged to uniformly vote on all securities held in its portfolios (excluding external SICAVs), regardless of the nationality of the issuing companies, as long as the information provided by the issuer is sufficient and the custodians are able to take the vote into account.

Organization of Voting Rights

The standard method of exercising voting rights by Edmond de Rothschild Asset Management (France) is via proxy voting. This approach is carried out through the ISS voting platform for all securities within the voting scope. ISS and Proxinvest/Glass Lewis (for European issuers) provide Edmond de Rothschild Asset Management (France) with decision-making support by analyzing the resolutions proposed to shareholders. For each resolution, and in accordance with the pre-established voting policy of Edmond de Rothschild Asset Management (France), the voting decision is automatically suggested within the ISS platform. If the portfolio manager decides to deviate from this policy, he must justify his position. Under no circumstances can ISS replace the fund managers at Edmond de Rothschild Asset Management (France), who independently decide on their votes in the exclusive interest of shareholders or unit holders of mutual funds.

Vote Principles

To conduct its business and investments in a socially responsible manner, Edmond de Rothschild Asset Management (France) gives priority to compliance with seven fundamental principles:

- Respect for shareholders' rights and equality between them, as evidenced by the granting of one voting right per share held;
- Integrity of accounts, continuity and transparency of communication, supported by the independence of the statutory auditors;
- Separation of powers between company executives and board directors or supervisory board members, serving as the oversight body;
- Transparency of remuneration policy, with the presence of an independent remuneration committee and variable remuneration linked to precise performance targets;
- Allocation of earnings and use of shareholders' equity to the benefit of shareholders, particularly minority shareholders;
- Strategic development of the company, with justified and balanced capital transactions;
- Optimal management of environmental, social and stakeholder-related issues in business operations, along with accountability for mismanagement of these risks.

Specific Case of Blocked Securities

A number of issuers block securities when the holder wishes to vote. The length of the lock-up period varies widely, depending on the country, issuer, custodian and sub-custodian, and can last up to ten days. While the end date of the blocking period typically coincides with the day following the General Meeting, the start date is highly variable.



Maxi Edmond de Rothschild,
winner of the Arkea Ultim Challenge - Brest

Exercise of Voting Rights in 2024

In accordance with the provisions of EU Directive 2017/828 known as the “Shareholders’ Rights Directive” - “SRD2” of May 17, 2017, Edmond de Rothschild Asset Management (France) reports on the implementation of the shareholder engagement policy in this document. It details on particular the conditions under which voting rights were exercised in 2024 for the financial instruments held within the portfolios it manages.

Global Vote Analysis

The statistics are based on data supplied by ISS.

Effective Voting at General Meetings

For 2024, the voting scope is as follows:

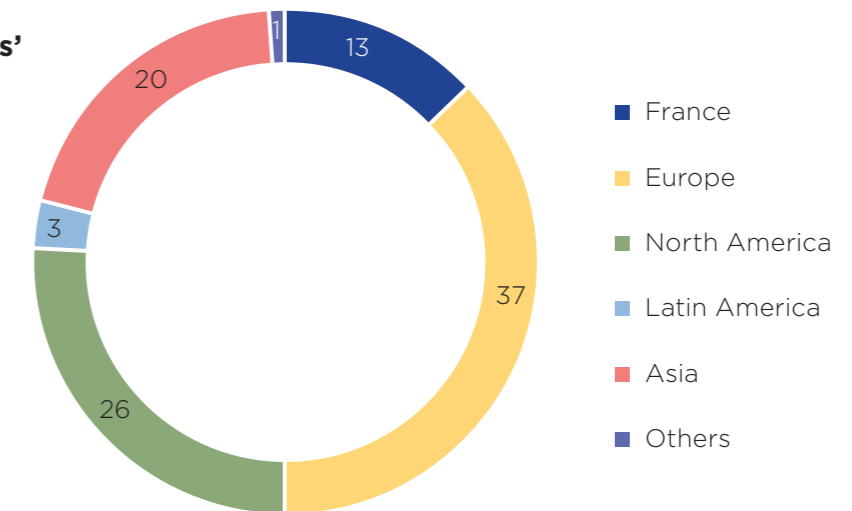
| | France | Europe (excluding France) | International | Total |
|---|--------|---------------------------|---------------|-------|
| Initial scope of Shareholders’ Meetings | 96 | 291 | 398 | 785 |
| Number of Shareholders’ Meetings voted | 96 | 283 | 387 | 766 |
| Attendance rate | 100% | 97% | 97% | 98% |

Until the end of 2023, our minimum shareholding threshold for voting at Annual General Meetings was 0.01% of the company’s capital.

Geographical Distribution

| Geographical areas | Number of Annual General Meetings voted | Initial scope of General Meetings | Attendance rate |
|--------------------|---|-----------------------------------|-----------------|
| Europe | 379 | 387 | 98% |
| North America | 202 | 208 | 97% |
| Latin America | 25 | 26 | 96% |
| Asia | 154 | 158 | 97% |
| Other | 6 | 6 | 100% |
| Total | 766 | 785 | 98% |

Distribution of shareholders’ meetings by geographic region (in%)



Effective Voting at General Meetings

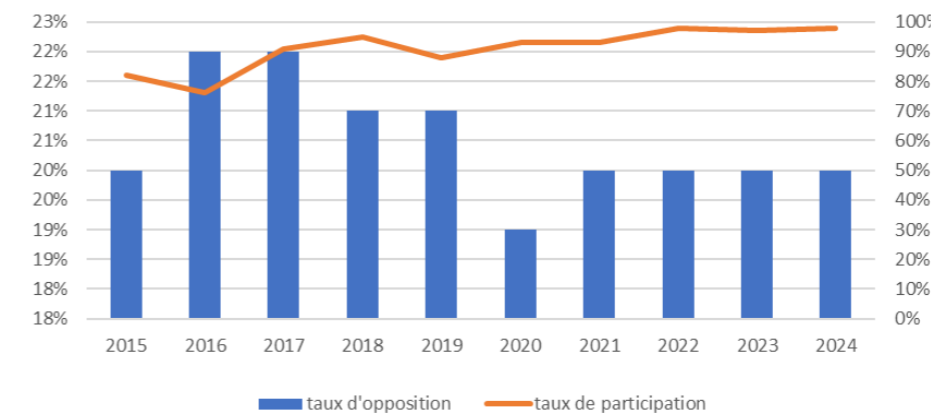
Voted General Meetings represented 10 483 resolutions.

| Number of voted resolutions | « Yes » Votes | « No » Votes | « Abstention » Votes | « One Year » Votes |
|-----------------------------|---------------|--------------|----------------------|--------------------|
| 10483 | 8199 | 2091 | 183 | 10 |

The total number of “yes” votes represented 78% of the votes, i.e. 8199 resolutions out of 10483.

The total number of “no” votes represented 20% of votes, i.e. 2091 resolutions out of 10483. Abstentions represented 2% of votes.

Evolution of participation and opposition rates



The opposition rate has been stable for several years.

Distribution by Resolution Category

| Types of résolution | Yes | No | Abstention | Total | Total (%) |
|---|-------------|-------------|------------|---------------|-------------|
| Appointment/Surveillance Board Members' Attendance Vouchers | 3823 | 682 | 156 | 4661 | 45% |
| Formalities and other reasons | 2237 | 349 | 22 | 2608 | 25% |
| Executive and Employee Compensation (Excluding Employee Shareholding) | 981 | 529 | | 1510 | 14% |
| Anti-takeover bids and financial transactions/mergers | 846 | 323 | | 1169 | 11% |
| External resolutions (proposed by shareholders) | 217 | 175 | 5 | 397 | 4% |
| Employee shareholding | 95 | 33 | | 128 | 1% |
| Total votes cast* | 8199 | 2091 | 183 | 10473* | 100% |

* 10 votes « One Year » non pris en compte.

| ESG Pillar | Yes | No | Abstention | Total | Total (%) |
|--------------------|-------------|-------------|------------|-------------|-------------|
| G | 8052 | 1988 | 183 | 2171 | 95% |
| S | 83 | 47 | | 47 | 2% |
| E, S | 37 | 35 | | 35 | 2% |
| E | 25 | 16 | | 16 | 1% |
| S, G | 1 | 4 | | 4 | 0% |
| E, S, G | 1 | 1 | | 1 | 0% |
| Total votes | 8199 | 2091 | 183 | 2274 | 100% |

* 10 "One Year" votes not taken into account.

Analysis of Opposition Votes

The types of resolutions to which Edmond de Rothschild Asset Management (France) objected are shown in the table below.

| Types of resolution | No | Distribution of negative votes |
|---|-------------|--------------------------------|
| Appointment/Surveillance Board Members' Attendance Vouchers | 682 | 33% |
| Executive and Employee Compensation (Excluding Employee Shareholding) | 529 | 25% |
| Formalities and other reasons | 349 | 17% |
| Anti-takeover bids and financial transactions/mergers | 323 | 15% |
| External resolutions (proposed by shareholders) | 175 | 8% |
| Employee shareholding | 33 | 2% |
| Total opposition votes | 2091 | 100% |

33% of opposition votes concerned the "Appointment/Surveillance Board Member Attendance Vouchers" category. Edmond de Rothschild Asset Management (France) has a strict voting policy on this subject, as selecting board members is crucial for ensuring the group's proper governance. Refusal to appoint or reappoint directors may be due to:

- A lack of independence in the boards resulting from their appointment,
- Insufficient availability to fulfill their role due to an excessive number of mandates,
- Non-compliance with gender diversity requirements.

Edmond de Rothschild Asset Management (France) may also individually sanction the reappointment of a director, if it is considered that he or she has not properly fulfilled his or her role on a committee (audit, remuneration or appointments).

25% of opposition votes concerned resolutions relating to executive compensation. Edmond de Rothschild Asset Management (France) evaluates compensation primarily through a qualitative analysis, focusing above all on the alignment of remuneration with performance and the quality of information, which must be exhaustive and transparent. In general, voting AGAINST a compensation resolution was justified by the absence of performance criteria for all variable remuneration (short-term bonus and long-term variable), by remuneration plans deemed too short-term (less than 3 years) or unjustified severance packages. Edmond de Rothschild Asset Management (France) may also vote unfavorably on "Say on Pay"⁹ if dissenting votes from minority shareholders regarding remuneration were not addressed in the following year.

"Capital Operations", which include requests for capital increases, accounted for 15% of negative votes. All capital operations proposed to shareholders must be strategically justified and financially balanced. Respecting shareholders' pre-emptive rights is an important criterion for capital increases. As Edmond de Rothschild Asset Management (France) has established dilution ceilings according to the type of capital increase (with or without preferential subscription rights or priority period), decisions to vote AGAINST are generally linked to excessive dilution of capital increases or to an issue price that is too steeply discounted. Mergers are voted for on a case-by-case basis, depending on the rationale for the operation and the potential value creation for the shareholder. Furthermore, the proposed capital transactions must not be used as anti-takeover devices.

FOCUS SAY ON CLIMATE

Among the 17 «Say on Climate» or «Say on Biodiversity» resolutions we voted on, 7 were proposed by shareholders and 10 by management. We voted FOR 7 resolutions proposed by management and AGAINST 3 resolutions considering that the climate strategy was not in line with our policy (absence of a quantitative target for reducing CO2 emissions or a target of carbon neutrality by 2050 with intermediate milestones), and FOR all the resolutions tabled by shareholders.

9. 'This English expression means that listed companies must allow their shareholders to vote on executive remuneration systems.' Source: Novethic.

Resolutions Submitted by Shareholders (Not Approved by the Board)

In 2024, Edmond de Rothschild Asset Management (France) voted on 397 external resolutions submitted by shareholders, representing 3.8% of the resolutions voted, of which:

- 217 “Yes” votes,
- 175 “No” votes,
- 4 ‘Withhold’ votes,
- 1 “Abstain” vote.

Distribution of external resolutions by type



As with resolutions submitted by company management, Edmond de Rothschild Asset Management (France) votes on resolutions submitted by external shareholders in line with its voting policy and fundamental principles.

Nearly 80% of external resolutions (excluding Italy) concern US companies, including, for example, 14 resolutions submitted by Amazon.

Examples of shareholder resolutions supported by Edmond de Rothschild Asset Management (France) :

- SHELL : Nous avons voté favorablement à cette résolution d'actionnaires, que nous avons codéposée, demandant au groupe de se doter d'une stratégie climat alignée sur l'accord de Paris.
- Chipotle Mexican Grill et Amazon : Nous avons voté pour une résolution demandant la commission d'un audit externe sur les conditions de travail.
- Dans plusieurs sociétés américaines, nous avons voté pour les résolutions requérant que le président soit indépendant, rejoignant les principales exigences européennes.
- SHELL: We voted in favor of this shareholder resolution, which we co-sponsored, calling on the Group to adopt a climate strategy in line with the Paris Agreement.
- Chipotle Mexican Grill and Amazon: We voted in favor of a resolution calling for an external audit of working conditions.
- In several US companies, we voted in favor of resolutions requiring the Chairman to be independent, in line with key European requirements.

We voted in favor of resolutions submitted in the United States requesting the reduction of the threshold required for shareholders to call for an extraordinary meeting.

Voting Policy Exceptions

In 2024, the number of votes deviating from the voting policy defined by Edmond de Rothschild Asset Management (France) amounted to 0.54%, corresponding to 57 resolutions. Divergence is therefore very limited. In cases of deviation, portfolio managers must justify the reasons for their votes.

The main cases of deviation concerns resolutions relating to the appointment and renewal of directors. This divergence can occur both ways (voting FOR when the policy recommends AGAINST, or vice versa).

Fund managers assess these resolutions based not only on the voting policy but also considering the specific characteristics of the company, its size, industry sector, and country of origin.

Conflict of Interest Situations

Edmond de Rothschild Asset Management (France) has set up a system to detect and prevent any conflicts of interest that may arise. A mapping of identified potential conflicts and measures for their resolution has been implemented within Edmond de Rothschild Asset Management (France). Additionally, a conflict of interest register is maintained by Internal Control and Compliance at Edmond de Rothschild Asset Management (France).

Edmond de Rothschild Asset Management (France) is geographically isolated from other activities within the Edmond de Rothschild Group that could create a conflict of interest.

Furthermore, strict rules are enforced to ensure the manager's objectivity and prioritize the investor's interests, such as:

- Edmond de Rothschild Asset Management (France) does not engage in proprietary trading; trading activities are centralized at Edmond de Rothschild (France)'s trading desk exclusively for client transactions.
- Fund manager compensation is not linked to commissions generated by trading activities.
- Fund managers cannot hold a position on the board of any publicly traded company held within their managed portfolio.
- Throughout 2024, Edmond de Rothschild Asset Management (France) did not encounter any conflict of interest situations that were not resolved satisfactorily.

Evolution of the Voting Policy

Edmond de Rothschild Asset Management (France) convenes an internal Voting Committee at least once annually, comprising at least one member of the Executive Board, the Chief Investment Officer, regional management heads, the Head of Internal Control and Compliance, a member of the Operations Directorate, and members of the Responsible Investment team. This Committee primarily aims to ensure compliance with the voting policy and adapt it based on new resolutions encountered.

The Committee has led to several changes in the voting policy for 2025. Here are three main points:

Statutory auditors

- **Clarification that sustainability audit fees are considered ancillary**
- “Resolutions regarding fees will be rejected if ancillary fees (related to tax, consulting, or other missions) equal or exceed 20% of total fees received, **including sustainability audit fees** ¹⁰.”
- **“The company must be transparent about the fee amounts distributed, separating financial audits, sustainability audits, and consulting fees. For consulting missions, compensation for these services should be limited and must not compromise the auditor's independence.”**
- **Proposal to reduce the tenure after which the auditor is no longer independent from 15 to 12 years (2 mandates of 6 years).**

Virtual General Meetings

- “Edmond de Rothschild Asset Management (France) will vote against proposals for ‘100% virtual’ general meetings but will vote in favor of ‘hybrid’ meetings, such as ‘virtual’ and ‘physical’, **thereby allowing choice for the investor, provided shareholder rights remain as they are for physical meetings.**”

Capital increase




- Against if no pre-emptive rights are planned and the subscription, including the over-allotment option, represents more than 10% of the capital; and if the issue or subscription price is less than 90% of the market price (previously 95%).

10. Over 1 and/or 3 years.

Our Engagement Actions in 2024

Our Individual Actions

Overview of our Individual Actions Pursued or Completed In 2024

| Company | Initiation date | Objective | KPI | Deadline | Target achievement |
|--|-----------------------|---|---|--------------|---|
|  AIR LIQUIDE | Early 2022 | Supporting the Group's climate strategy ("committed" SBTI) and green hydrogen potential | Direct decarbonation (scopes 1, 2) in absolute and relative terms | > 3 years | Ongoing |
|  BAYER | January 2022 | <ul style="list-style-type: none"> Focus on the challenges of fossil sourcing, climate (scopes 1, 2, 3) and biodiversity Governance: the heart of potential ESG recovery | ESG rating improvement | > 3 years | Ongoing |
| CINT | March 2022 | <ul style="list-style-type: none"> Striving for greater transparency Improving governance Making Cint an ESG leader in the IT sector | ESG rating improvement | 18/24 months | Closed in September 2024 Not achieved |
| ESSILOR LUXOTTICA | November 2021 | <ul style="list-style-type: none"> Seeking greater social and environmental transparency Making this world leader a candidate for ESG funds | Improved E and S scores | 2/3 years | Ongoing |
| ORPEA | Acte 1 : June 2020 | <ul style="list-style-type: none"> Make Orpea the best in class in its category Succeed in attracting ESG flows thanks to better ratings from extra-financial rating agencies | Improve social rating | 2/3 years | Closed in June 2024 Not achieved |
| | Step 2 : January 2022 | Restoring confidence in the group | Improve ESG rating, especially G | | |
| RADNET | February 2023 | <ul style="list-style-type: none"> Improving governance Seeking greater environmental and social transparency | ESG rating improvement | 18/24 months | Ongoing |
|  TOTALENERGIES | 2016 | Seeking better climate performance | Strategy aligned with the Paris Agreement | > 3 years | Ongoing |
| VOLTALIA | November 2021 | Making Voltalia the leader in its sector | Improved governance rating | 2/3 years | Closed in February 2024 Partially achieved |
| VUSION (ex SES IMAGOTAG) | September 2023 | Improving governance | Improved governance rating | 2/3 years | Ongoing |

 Climate/Biodiversity Actions

In 2024, several initiatives launched in recent years were completed: CINT (survey networking platforms), Orpea (retirement home operator) and Voltalia (renewable energy producer).

In February 2024, the initiative we started in November 2021 with **Voltalia** was concluded. Our objective of improving the company's governance was partially achieved. Examples include the appointment of an independent chair to the Audit Committee and the Compensation and Nominating Committee; and greater transparency regarding the amount of fixed and long-term compensation awarded for 2023. However,

there are still some gaps in governance that don't meet market standards: lack of transparency, not aligned with minority interests, allocation of shares to the non-executive chair, authorizations on authorized capital during public offerings, etc.

Then, in June 2024, we officially concluded our engagement efforts with **Orpea**. This initiative was carried out in two phases: Stage 1, started in June 2020, with the aim of making the group best-in-class in its category, particularly focusing on improving the social pillar rating; Stage 2 began in January 2022 with the aim of restoring confidence in the group among all stakeholders. Operating in a sector exposed to the risk of abuse and misconduct by its healthcare staff, which could tarnish the group's reputation, we had focused our engagement efforts since June 2020 on the need for the group to communicate social indicators associated with specific objectives (staff turnover rate, training, accident frequency rates, etc.) and to monitor indicators related to abuse, such as (mal)nutrition and patient autonomy.

In January 2022, following the publication of Victor Castanet's book "Les fossoyeurs" (The Gravediggers), which accused the group of social and financial practices leading to mistreatment and questionable ethical practices, we stepped up our engagement efforts in three specific areas: transparency of the audit results by two independent experts following the various revelations, monitoring of corrective measures, and improvement of business ethics in general. Thus, more than two years later, given the scale of the scandal, the multiple judicial investigations that have been opened, and the group's rescue plan under the aegis of the Caisses des dépôts et consignations, we have decided to end our engagement and acknowledge its failure.

Finally, in September 2024, we concluded our engagement with **CINT**, which had been initiated in March 2022. Our objective of improving the group's transparency and governance was not achieved. Our initial engagement focused on the integration of Lucid (cultural differences, risk of instability in the management team, consequences in terms of human resources management, etc.), the group's commitment to improving its transparency, particularly in social matters, and the need to address the environmental issues of its activities, which had been completely ignored. In May 2022, further governance concerns arose following the sudden departure of two executive committee members. Then, our fears about the instability of the management team were confirmed with the departure of the CEO announced in January 2023 (effective April 1) and followed by a profit warning in February 2023! When initiating the engagement, we set a timeframe of 18 to 24 months to achieve initial results. More than two years after the launch, we have acknowledged the failure of our campaign: a new board and executive team were established, yet there was no improvement in transparency or a demonstrated commitment to addressing environmental challenges.

Overview of our Individual Initiatives Launched In 2024

| Company | Initiation date | Objective | KPI | Deadline | Target achievement |
|---|-----------------|--|----------------------------|-----------|--------------------|
| COTY | February 2024 | <ul style="list-style-type: none"> Seeking greater transparency Improving governance Improving social practices | ESG rating improvement | 2/3 years | Ongoing |
|  TECHNIP ENERGIES | February 2024 | <ul style="list-style-type: none"> Strengthening the group's climate strategy Improving governance | Improved E and S scores | > 3 years | Ongoing |
|  WAGA ENERGY | February 2024 | Improving governance: the weak point of this environmental opportunity | Improved governance rating | 2/3 years | Ongoing |

 Climate/Biodiversity Actions

In 2024, we therefore made nine environmental commitments, including five with a strong focus on climate and biodiversity, six on social issues and eight on governance, bearing in mind that a single commitment may address several themes.

Engagement Actions Launched in 2024

Coty

| | | | | | | | | |
|--|---|--|---------------------|-------------------------|---------------------|---------------------|-----------|------------------|
|  | Objectives of the engagement action – Seeking better ESG performance | | | | | | | |
| |  | Indicator (KPI) – ESG Rating | | | | | | |
| Initiation Date – February 2024 | | | | | | | | |
| Deadline / Objective <table border="1"> <tr> <td>Transparency</td> <td>Operational performance</td> <td>Strategic evolution</td> </tr> <tr> <td>18/24 months</td> <td>2/3 years</td> <td>3 years and more</td> </tr> </table> | | | Transparency | Operational performance | Strategic evolution | 18/24 months | 2/3 years | 3 years and more |
| Transparency | Operational performance | Strategic evolution | | | | | | |
| 18/24 months | 2/3 years | 3 years and more | | | | | | |

Coty, a US company founded in Paris by François Coty in 1904, develops, manufactures, markets, and distributes perfumes, makeup, skincare, nail care, and professional hair care products. Listed on the Paris stock exchange since 2023, the company does not meet the ESG standards of large European companies despite its real potential.

Our engagement focuses on:

- Greater transparency on the S pillar
- A better climate and deforestation strategy
- Addressing governance issues:
 - Independence of the Board
 - Justification of executive compensation levels
 - Increasing transparency in terms of executive compensation

Two meetings with management took place in February and March 2024. Progress has been made with the creation of an ESG team and the recruitment of a new HR Director. The group had its scope 1 and 2 emissions reduction targets of 50% by 2030 versus 2019 validated by SBTi, as well as a 28% reduction for its scope 3¹¹. However, it should be noted that the environmental goals remain not very ambitious, especially concerning scope 3, the use of palm oil, and water consumption. Lastly, the CSRD is expected to drive greater transparency in any case. We will closely monitor these developments over the coming months.

Technip Energies

| | | | | | | | | |
|--|---|--|--------------|-------------------------|----------------------------|--------------|-----------|-------------------------|
|  | Objectives of the engagement action – Seeking better ESG performance | | | | | | | |
| |  | Indicator (KPI) – ESG Rating | | | | | | |
| Initiation Date – February 2024 | | | | | | | | |
| Deadline / Objective <table border="1"> <tr> <td>Transparency</td> <td>Operational performance</td> <td>Strategic evolution</td> </tr> <tr> <td>18/24 months</td> <td>2/3 years</td> <td>3 years and more</td> </tr> </table> | | | Transparency | Operational performance | Strategic evolution | 18/24 months | 2/3 years | 3 years and more |
| Transparency | Operational performance | Strategic evolution | | | | | | |
| 18/24 months | 2/3 years | 3 years and more | | | | | | |

Formed from the split of TechnipFMC plc in 2021 after a five-year unsuccessful merger between Technip and FMC, **Technip Energies** is an Engineering and Technologies company specializing in executing projects and providing technologies, products, and services for energy infrastructures, both onshore and offshore (including LNG, downstream oil and gas processing, sustainable chemistry, hydrogen, CO2 management, and marine infrastructures). The company has been publicly listed since February 2021.

Our engagement action focuses on:

- Establishing a climate strategy aligned with the Paris Agreement,
- Measuring and defining targets for scope 3 emissions.

In April 2024, we sent a letter to the Chairman of the Board, which has remained unanswered to date, addressing the following points:

- Beyond the group’s net zero commitment for 2050, we encourage it to set ambitious interim targets across all scopes in order to align its strategy with the Paris Agreement. We are also keen to see these targets validated by the SBTi.
- As Technip Energies is a key player in the energy value chain, we strongly encourage the group to strengthen its consideration of Scope 3 emissions reduction through short- and long-term remuneration. In general, we are in favor of long-term remuneration based entirely on measurable and transparent performance conditions.
- Given the strategic challenges of the energy transition and the group’s move towards increasingly carbon-free projects, we also encourage it to submit the appointment of directors with strong climate expertise to a shareholder vote.

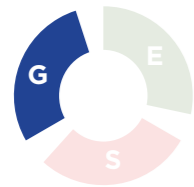
Then a meeting with management took place in November 2024. The 2025 General Meeting will mark a new milestone, and we will be attentive to any improvements regarding the shortcomings identified during our discussions with the group.

Waga Energy



Objectives of the engagement action

- Recherche d'une meilleure performance en matière de Gouvernance



Indicator (KPI)

- Improved governance rating

Initiation Date

- February 2024

Deadline / Objective

| Transparency | Operational performance | Strategic evolution |
|--------------|-------------------------|---------------------|
| 18/24 months | 2/3 years | 3 years and more |

Waga Energy, a company founded in 2015, which aims to recover biogas from landfill sites and convert it into biomethane. In this way, Waga Energy helps reduce methane emissions from these facilities and provides local energy that is fed directly into existing networks to supply households and businesses with renewable gas.

The company refers to the Middlednext¹² corporate governance code but still has progress to make in terms of governance. In addition, financial communication needs to be improved.

Our engagement efforts focus on:

- Improving governance.

In March 2024, we sent a letter to the group's CEO, to which we received a written response in April 2024. This was followed by a meeting with the CEO and CFO in April 2024, then a meeting with the CFO in October 2024. We focused our attention on several areas of concern, including: the need to open up the board and committees to new independent members; the separation of the roles of Chairman and CEO, which is all the more important at Waga given the significant operational challenges it will face in the coming years; and greater transparency in regulated agreements.

All of these issues will be given special attention in the coming months.

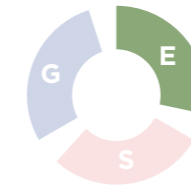
Engagement Actions Continued in 2024

Air Liquide



Objectives of the engagement action

- Seeking better climate performance
- Making Air Liquide the climate leader in its sector, both internally and for its customers



Indicator (KPI)

- Direct decarbonization (scopes 1 and 2) in absolute and relative terms

Initiation Date

- April 2022

Deadline / Objective

| Transparency | Operational performance | Strategic evolution |
|--------------|-------------------------|---------------------|
| 18/24 months | 2/3 years | 3 years and more |

Founded in 1902 and present in 80 countries, Air Liquide is one of the world's two leading producers of industrial gases. Its defensive, high-visibility business model is attractive, with strong positions in growing and resilient segments such as Healthcare (13% of sales), Large Industries (35% of sales), Merchant Industrial (38% of sales) and Electronics (9% of sales)¹³.

Air Liquide is a key player in the energy transition towards a low-carbon economy, offering a mix of environmental solutions for customers: desulfurization today, CCS (carbon capture and storage) and green hydrogen tomorrow.

However, it remains one of the largest direct issuers of greenhouse gases (scopes 1 and 2)¹⁴ in absolute terms within the CAC 40 (39.3 MT in 2022 vs. 36.3 MT in 2021 and 32.5 MT in 2020), with disappointing internal decarbonization momentum over the last fifteen years.

Our engagement action focuses on:

- Monitoring SBTi commitments.
- Monitoring the decarbonization of direct emissions (scopes 1 and 2) over the period 2021-2025.
- Monitoring changes in the electricity mix.
- The ramp-up of environmental solutions (desulfurization, CCS, green hydrogen, etc.) in research and development or revenue over the period 2021-2025.
- The commitment to achieve carbon neutrality by 2050.

Our meeting with management in May 2022 was very positive, with the announcement that the climate targets had been validated by the SBTi. The meeting in June 2023 was equally positive! Notably, 50% of the group's €16 billion in investments over the 2021-2025 period will be devoted to the energy transition. The group also benefits from very significant subsidies for hydrogen projects. However, Scope 1 and 2 emissions may increase in absolute terms until the end of 2024, and the decline from 2025 onwards looks a bit like a plateau. In addition, one-third of the absolute reduction between now

13. 2022 Universal Registration Document

14. Scope 1 corresponds to direct emissions, while scope 2 relates to indirect emissions linked to the consumption of electricity, heat, or steam.

and 2035 will be achieved through CCS (carbon capture and storage) offsetting. It is important to note the difference between reported emissions (which are still rising) and restated “pro forma” emissions (which are stable over 2020-2022). Our discussions with the group’s management continued in 2024, a year marked by the publication of a credible transition plan in September 2024.



The five arrows of Edmond de Rothschild

Engagement Actions Continued in 2024

Bayer

| | | | |
|---|--|-------------------------|----------------------------|
|  | Objectives of the engagement action | | |
| | – Seeking better ESG performance | | |
|  | Indicator (KPI) | | |
| | – ESG rating improvement | | |
|  | Initiation Date | | |
| | – April 2022 | | |
| | Deadline / Objective | | |
| | Transparency | Operational performance | Strategic evolution |
| | 18/24 months | 2/3 years | 3 years and more |

Founded in 1863, **Bayer**, best known for inventing aspirin in 1897, now has two main business lines: healthcare (55% of revenue) and agriculture (45% of revenue, particularly through the acquisition of Monsanto in 2017). The agricultural business faces significant climate (scopes 1, 2, and 3) and biodiversity challenges, while the healthcare business has slightly fewer ESG issues. The merger with Monsanto (2017) significantly weakened the group’s financial and sustainability profile, notably due to major controversies and litigation (public health and environment).

Our commitment focuses on:

- Monitoring social and environmental controversies and disputes.
- Strategic developments such as fossil fuel sourcing and the sustainability of the agricultural business case.
- Identifying and supporting positive change in the three pillars of E, S, and G.
- Governance, which is central to potential ESG recovery.

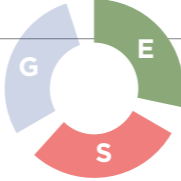
Since launching our engagement initiative, we have held a series of meetings with the group’s management, namely in June 2022, June 2023, and November 2023. These meetings have enabled us to understand that ESG issues are now being taken into account at the highest level, but that uncertainties remain regarding their resolution. At the start of 2025, it is clear that the ESG recovery has not yet been achieved.

The new CEO, Bill Anderson, took office in June 2023. With a background in chemical engineering and a career in the pharmaceutical industry at Roche Holding, he reassures employees in the healthcare division. He is also American, from Texas, which reassures employees in the Crop Science division. With a profile outside the company, he can thus be legitimate in a crisis context. He had scheduled his first Capital Market Day for March 5, 2024. Unfortunately, the outcome of this event was disappointing in terms of both financial performance and sustainability.

Finally, the scope of our engagement with Bayer was expanded in January 2024 to include biodiversity issues, as Edmond de Rothschild Asset Management (France) is fully involved in the collective dialogue initiated by Nature Action 100.

EssilorLuxottica



| | | |
|---|--------------------------------|---------------------|
| Objectives of the engagement action | | |
| – Seeking greater social and environmental transparency | | |
| – Making this global leader a candidate for ESG funds | | |
|  | Indicator (KPI) | |
| | – Improved E and S scores | |
| | Initiation Date | |
| | – September 2021 | |
| | Deadline / Objective | |
| Transparency | Operational performance | Strategic evolution |
| 18/24 months | 2/3 years | 3 years and more |

EssilorLuxottica is a global leader in the vision market, active in the manufacture of lenses (Essilor) and frames (Ray-Ban, Chanel, Prada, etc.) and operates through an extensive network of stores. The current scope is the result of the merger between Essilor and Luxottica announced in 2017 and completed in 2019, as well as the acquisition of the GrandVision chain of stores, finalized in mid-2021, which makes sense given the multiple synergies to be realized in the short and medium term. The main shareholder is Delfin, the holding company of the Del Vecchio family. Following the merger, we were concerned by the new group’s decline in ESG reporting and communication on environmental and social indicators. That is why, in November 2021, we initiated an engagement action aimed at improving the group’s social and environmental transparency so that it can return to the highest standards in this area.

Our engagement efforts focus on:

- The need to publish a consolidated ESG report with greater transparency on social and environmental policies;
- The disclosure of social indicators such as absenteeism, staff turnover, and diversity;
- The implementation of social objectives within this group of 140,000 people;
- Monitoring employee satisfaction through internal studies during integration phases (particularly at GrandVision);
- The need to have environmental targets validated by an organization such as the Science Based Targets initiative and the need to set Scope 3 targets;
- The renewal of the statutory auditors, who have been in place for more than 14 years.

A meeting was held in November 2021 and a letter was sent to the management team in January 2022. We closely monitored the publication of the group’s non-financial data for 2022 and pursued our discussions with the group in 2023 and 2024. In March 2024, we had the opportunity to meet with the secretary of the group’s compensation committee. The few efforts made in terms of social data reporting in 2023 seemed insufficient to us (particularly with regard to wage gaps and employee turnover). The group does not disclose any information on the results of satisfaction surveys. Similarly, on the environmental front, the group’s reporting (now at a consolidated level) remains below standards. The implementation of the CSRD will help improve the group’s disclosure of non-financial data.

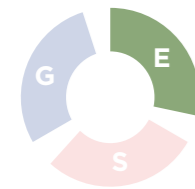
However, we are convinced that our engagement must continue and be strengthened. It is noteworthy that among the resolutions up for vote at the upcoming assembly, we once again observe no changes to the 2025 executive compensation policy despite a high rate of opposition at the 2024 AGM, and the renewal of Forvis Mazars' mandate as auditor for another 6 years, a position held for the past 18 years.

TotalEnergies



Objectives of the engagement action

- Seeking better climate performance
- Making TotalEnergies the climate leader in its sector
- Reducing the risk of stranded assets



Indicator (KPI)

- Strategy aligned with the Paris Agreement

Initiation Date

- 2020

Deadline / Objective

| | | |
|--------------|-------------------------|----------------------------|
| Transparency | Operational performance | Strategic evolution |
| 18/24 months | 2/3 years | 3 years and more |

TotalEnergies is a global multi-energy company involved in the production and supply of various energy sources: oil and biofuels, natural gas and green gases, renewables, and electricity. For many years, we have maintained a regular dialogue with TotalEnergies, particularly concerning its climate challenges and climate strategy. It is noteworthy that the group's strategy focuses heavily on gas, yet it remains overly linked to fossil fuels up to 2050, and the projected emissions reduction by 2030 is not aligned with the Paris Agreement.

Our commitment focuses on:

- Seeking better climate performance
- Making TotalEnergies the climate leader in its sector
- Reducing the risk of stranded assets

Constructive dialogue with TotalEnergies has been ongoing since 2020. On May 5, 2020, TotalEnergies made new announcements about its strategy to reduce its carbon emissions. However, given the absence of intermediate targets for an absolute reduction in greenhouse gas emissions and the lack of information on future capital expenditure programs aimed at aligning the production mix with the 2°C target, we did not believe that these commitments guaranteed the proper implementation of its objectives. We therefore joined other shareholders in submitting a resolution at the May 29, 2020 shareholders' meeting requesting that information on effective greenhouse gas emissions reduction be included in the strategy in order to align its activities with the Paris Climate Agreement target. By voting in favor of this resolution, 17% of shareholders supported this request and continue to call for greater transparency and consistency in its environmental strategy.

In 2021, we voted AGAINST the group's "Say on Climate" resolution, which, despite its transparency, which we welcome, did not show sufficient ambition in terms of reducing its global emissions. In 2022, we continued this commitment with other investors and

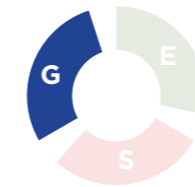
secured the inclusion of a resolution on the agenda of TotalEnergies' annual general meeting, again calling for the introduction of information on effective greenhouse gas emissions reduction into the company's strategy, in order to align its activities with the Paris Climate Agreement target. This resolution was not included on the agenda and the group's shareholders were unable to vote on it. We therefore voted against TotalEnergies' proposed "say on climate" resolution, finding it insufficiently ambitious. In 2023, we continued our dialogue with TotalEnergies. Together with 17 other investors, we co-submitted a consultative resolution calling for the alignment of its greenhouse gas emission reduction targets with the Paris Climate Agreement for 2030. This resolution received more than 30% of the votes cast at the Annual General Meeting, sending a strong signal to the group's management. In 2024, we met with the group to monitor performance developments, particularly with regard to greenhouse gas emissions.

Vusion



Objectives of the engagement action

- A better balance of power



Indicator (KPI)

- Improvement in governance rating

Initiation Date

- 2023

Deadline / Objective

| | | |
|--------------|--------------------------------|---------------------|
| Transparency | Operational performance | Strategic evolution |
| 18/24 months | 2/3 years | 3 years and more |

Vusion (formerly SES imagotag) is the world leader in digital solutions for physical retail. Its mission is to support the digital transformation of physical retail.

In July 2023, the group was the target of an attack by Gotham City focusing on accounting and certain aspects of governance.

Our engagement action focuses on:

A better balance of power:

- Independence of the board and audit committee
- Attendance and rejuvenation of the board
- Increased transparency in terms of executive compensation.

In September 2023, we sent a letter to the CEO and the board of directors expressing our desire to see changes in the composition of the board and the audit committee, as well as the importance of transparent, long-term compensation. In November 2023, we met with the CEO, who took some of our requests into account and announced improvements in governance.

In 2024 and 2025, governance continued to improve.

Our Collaborative Actions

We participate in a number of collective initiatives in a variety of ways. These include our ability to join investor coalitions in the context of projects to submit resolutions at general meetings; signing investor statements calling on states, governments, or companies to address environmental, social, and governance issues; actively participating in working groups of market organizations (AFG, FIR, PRI, etc.); and getting involved in sector-specific initiatives.

In recent years, we have joined several collaborative initiatives, the current ones of which are summarized in the table below:

| Initiatives | Date of membership | Level of involvement | Type | Objectives |
|--|---------------------------|-----------------------------|--|---|
| FIR | June 2020 | Member | Dialogue and engagement Committee | <ul style="list-style-type: none"> Annual campaign of written ESG questions to the AGMs of CAC 40 companies. Thematic commitments. |
| Environmental | Date of membership | Level of involvement | Type | Objectives |
| Finance for Biodiversity Pledge | May 2021 | Member | Investor coalition | <ul style="list-style-type: none"> Call on world leaders to protect and restore biodiversity through their financial activities and investments in the run-up to the Conference of the Parties (COP 15). Increase our expertise. Contribute to the definition of standards for measuring biodiversity. |
| IIGCC | April 2023 | Member | Investor coalition | <ul style="list-style-type: none"> Strengthen investors' contribution to achieving a low-carbon future. Help the investment sector better integrate climate-related risks and opportunities into their investment processes. |
| Nature Action 100 – Bayer – Danone | September 2023 | Founding member | Investor coalition | <ul style="list-style-type: none"> Mobilize investors to encourage companies to be more ambitious and take action to protect nature and preserve biodiversity. Increase our expertise. Targeted commitments. Respect our NZAM commitments. |
| AEFDI (Avoided Emissions Factors Database Initiative) | January 2024 | Strategic founding partner | Investor coalition Edram (France), Strategic founding partner | <ul style="list-style-type: none"> Develop a global database of greenhouse gas emission avoidance factors providing standardized and transparent calculation of avoided emissions through a comprehensive list of low-carbon or green solutions. |

| Social | Date of membership | Level of involvement | Type | Objectives |
|---|--------------------|----------------------|---|---|
| FAIRR | October 2020 | Member | Investor coalition under the initiative of the Collier Foundation | <ul style="list-style-type: none"> Increase our expertise on the subject. Improve the profile of companies. |
| Access To Medicine Foundation | May 2021 | Member | Foundation | <ul style="list-style-type: none"> Increase our expertise on the subject. Improve the profile of companies. |
| Investor statement of Expectations for the Nursing Home sector | March 2021 | Signataire | Coordination provided by UNI Global Union | <ul style="list-style-type: none"> Request by investors to establish adequate standards on health and safety, social protection, wage levels, quality of care, etc. Increase our expertise on the subject. Improvement of companies' profiles. |
| Good Work Investor Coalition (Share Action) | February 2024 | Member | Investor coalition | <ul style="list-style-type: none"> Target: around ten distributors in the United Kingdom Ensure a “decent wage” for both employees and subcontractors in order to obtain Living Wage Employer accreditation. Guarantee fundamental employment rights (minimum wage, paid leave, sick pay, guaranteed working hours, clear contracts, etc.). |
| FIR | March 2024 | Member | Working Group “Finance & Disability” | <ul style="list-style-type: none"> Improve the criteria for evaluating companies in terms of practices, products, and services that promote the independence of people with disabilities, while also identifying any negative impacts. Drafting a white paper on the role that sustainable finance can play in the independence of people with disabilities, in order to educate investors on this subject and highlight indicators and best practices. |

Our level of involvement in these collaborative commitments varies: for example, we engage through signing, actively participating in working groups, or participating in the submission of resolutions at annual general meetings.

Notably, we have signed the Investors Declaration on Antimicrobial Resistance launched by the Access to Medicine Foundation and FAIRR to raise awareness of the risks that antimicrobial resistance poses to health, society, and consequently, the economy and investors. It is important to remember that antimicrobial resistance (AMR) is recognized by the WHO as one of the top 10 public health threats and is associated with approximately 5 million deaths per year globally, potentially leading to up to 10 million annual deaths by 2050.

In line with our collective commitment, we have co-signed an opinion piece by the Forum for Responsible Investment inviting companies in the most polluting sectors to propose a “say on climate” resolution.



Our Projects for 2025

In 2025, the actions initiated in recent months will be continued. The strengthening of our commitment to companies on climate issues, initiated in 2022, continued in 2024.

It should be noted that Edmond de Rothschild Asset Management (France) defined its climate roadmap in 2017, which was updated in 2020 and 2024. Its objective is the gradual decarbonization of portfolios by 2050 (Paris Agreement)¹⁵. The roadmap enables the identification of sectors most exposed to climate risk.

As part of our engagement activities and pragmatic approach, we target the highest emitting companies that do not have climate commitments validated by the Science-Based Targets Initiative. In this context, in September 2023, we also joined the global Nature Action 100 initiative and have since participated in commitments with Bayer and Danone.

At the beginning of 2025, under the auspices of the Responsible Investment Forum (FIR), alongside institutional investors, management companies, and academic representatives¹⁶, Edmond de Rothschild Asset Management (France) was involved in launching a working group dedicated to developing a method for measuring the effectiveness of engagement. This project aims to identify and harmonize best practices in transparency and measuring the effectiveness of shareholder and bondholder engagement, which could contribute to the development of market standards. Noting a proliferation of engagement activities without a clear evaluation framework, the steering group aims to address growing concerns about the lack of standardization, the disparity of definitions and objectives, and the difficulty of demonstrating the real impact of these initiatives.

In 2025, we will engage in targeted engagement with companies that have non-credible transition plans and are invested in SRI-labeled funds. We also plan to engage with companies that do not publish data on the PAI indicators¹⁷ on which our SRI-labeled funds have an outperformance target.

15. The Paris Agreement is an internationally legally binding treaty on climate change. It was adopted by 196 Parties at COP 21 in Paris on December 12, 2015, and came into force on November 4, 2016. Its goal is to limit global warming to well below 2 degrees, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.

16. The members of the steering group include: for institutional investors and asset management companies: AXA IM, Candriam, CDC Croissance, Edmond de Rothschild AM, ERAFP, Fonds de Réserve pour les Retraites (FRR), Generali AM, MAIF, Malakoff Humanis, Sycomore AM; for academics: Stéphanie Giamporcaro, Kedge Business School, Jean-Pascal Gond, Bayes Business School, and Sébastien Théveux-Chabuel, Université Paris Dauphine.

17. Principal Adverse Impact as defined by the SFDR regulation.

Disclaimer

22/05/2025

This document is issued by the Edmond de Rothschild Group. It is not legally binding and is intended solely for information purposes. This document may not be communicated to persons located in jurisdictions in which it would be considered as a recommendation, an offer of products or services or a solicitation, and in which case its communication could be in breach of applicable laws and regulations. This document has not been reviewed or approved by a regulator of any jurisdiction. The figures, comments, opinions and/or analyses contained herein reflect the sentiment of the Edmond de Rothschild Group with respect to market trends based on its expertise, economic analyses and the information in its possession at the date on which this document was drawn up and may change at any time without notice. They may no longer be accurate or relevant at the time of reading, owing notably to the publication date of the document or to changes on the market. This document is intended solely to provide general and introductory information to the readers, and notably should not be used as a basis for any decision to buy, sell or hold an investment. Under no circumstances may the Edmond de Rothschild Group be held liable for any decision to invest, divest or hold an investment taken on the basis of these comments and analyses. The Edmond de Rothschild Group therefore recommends that investors obtain the various regulatory descriptions of each financial product before investing, to analyse the risks involved and form their own opinion independently of the Edmond de Rothschild Group. Investors are advised to seek independent advice from specialist advisors before concluding any transactions based on the information contained in this document, notably in order to ensure the suitability of the investment with their financial and tax situation.

Past performance and volatility are not a reliable indicator of future performance and volatility and may vary over time, and may be independently affected by exchange rate fluctuations.

Source of the information: unless otherwise stated, the sources used in the present document are those of the Edmond de Rothschild Group. This document and its content may not be reproduced or used in whole or in part without the permission of the Edmond de Rothschild Group.

Copyright © Edmond de Rothschild Group - All rights reserved

EDMOND DE ROTHSCHILD ASSET MANAGEMENT (FRANCE)

47, rue du Faubourg Saint-Honoré 75401 Paris Cedex 08

Société anonyme governed by an executive board and a supervisory board with capital of 11.033.769 euros

AMF Registration number GP 04000015

332.652.536 R.C.S. Paris