

Type	New HR Procedure
Subject	The purpose of this procedure is to increase equity, diversity, and inclusion according to the key principles of Amundi Group policy.
Scope	All employees working in Fund Channel, independent of the type of contract (secondment, local contract, CDD, CDI, etc).
Key principles	Fund Channel is a diverse company that believes that ensuring integration, revealing talent and encouraging the diversity of all employees are key driving forces underpinning the company's development.
Exceptions	
Contacts	Human Resources

Version History

v.0	10.05.2024


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1 Principle and Scope

Fund Channel is a diverse company that believes that ensuring integration, revealing talent and encouraging the diversity of all employees are key driving forces underpinning the company's development. This conviction and compliance with the principle of equal opportunities are the underlying principles that form the foundation of all our HR actions and a key element of our management spirit.

Fund Channel considers that all forms of discriminatory behaviour are unacceptable, deprive people of the respect due to them, and hinder their well-being at work. To combat stereotypes and thwart decision-making bias, Fund Channel is committed to raising the awareness of its directors, managers, and employees to non-discrimination issues.

Promoting equal opportunities for all, regardless of notably their age, nationality, ethnic origins, gender, sexual orientation, socio-economic background or disability, is not only a legal or ethical question but also a performance factor. It is instrumental to foster internal cohesion and sense of belonging.

Fund Channel's EDI policy describes the principles underlying Fund Channel's actions and the actors involved in its deployment. It applies to all Fund channel's employees and complies with national laws and regulations in force.

This local policy has the purpose to implement the global policy on Equity, Diversity and Inclusion.

2 Commitments

Increasing equity, diversity, and inclusion according to the key principles defined above takes strong action.

Fund Channel is therefore committed to:

- Promoting an inclusive culture by raising awareness of all its employees, fighting against unconscious bias and stereotypes, collecting and disseminating best practices and enabling its managers to exemplify this culture notably by supporting them to manage diversity and tackle discriminations;
- Ensuring fairness in the main human resources procedures: recruitment, compensation, evaluation and merit-based professional promotion;
- Developing and rolling-out global flagship programs to accelerate on key priorities and, in parallel, support local initiatives to best factor in local specificities and nurture Fund channel's EDI perspective;
- Monitoring the results of its EDI policy through KPIs and regular progress updates within the global HR committee and the CSR committee strong commitments and related KPIs and targets

Fund Channel's policy of non-discrimination and promotion of diversity is rooted in the universal values embodied in the major national and international texts to which the Amundi Group has long been a signatory.

Charters to which Amundi group is committed Date of entry or signature

- | | |
|--|--------|
| • United Nations Global compact | - 2003 |
| • Charte de la Diversité (Diversity Charter) | - 2008 |
| • Charte de la Parentalité (Parenthood Charter) | - 2015 |
| • International Framework Agreement | - 2019 |
| • Manifesto for the inclusion of people with disabilities in economic life | - 2019 |
| • Women in Finance Charter (Amundi UK) | - 2019 |
| • UK Modern Slavery Act | - 2021 |

Amundi EDI policy addresses all types of discrimination with a specific focus on areas where it wants to accelerate, including: gender equity, inclusive parenthood and career development, age inclusion and the inter-generational link and inclusion of disable people.

Gender equity

The Board of Amundi Paris has validated an action to achieve a feminization rate in all Amundi's management bodies and to ensure a balanced gender representation in the entire Company's internal organization.

Regarding local implementation, Fund Channel has signed the diversity charter with the IMS in May 2024.

Besides Fund Channel has implemented actions in order to:

- Monitor differences between men and women in salary pay in order to prevent, reduce and compensate unfair gaps (annual review before starting the compensation campaign; report is presented to the CO meeting for validation);
- Open up dialogue on diversity-related topics and awareness-raising actions for managers in jobs where women are under-represented;
- Favor inclusive parenthood and career development, with a minimum maternity and paternity leave set up.

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Age and intergenerational link

Fund Channel contributes to the professional exploration and insertion of young people through multiple initiatives:

- Internships, training through research or mentoring for young graduates from diverse educational backgrounds, including disadvantaged areas;
- Work-study which enables young people to both pay for their studies and gain a first work experience;
- International volunteering.

Fund Channel accompanies its employees with long careers throughout their professional pathway, by offering mobility opportunities jointly with upskilling/reskilling program when relevant and, depending on country specific context, supporting them during their phased-in retirement.

Fund Channel ambition is to further develop the link and synergies between generations at work for the mutual benefit of the young people, the senior people and the company.

Inclusion of disabled people

Amundi Group is committed to the professional integration of disabled people. In 2019, Amundi signed the "Manifesto for the inclusion of people with disabilities in economic life", thereby committing itself to continue its actions to promote the inclusion of people with disabilities.

Its activities are based on four pillars: recruitment, retention in employment, raising employee awareness and use of the sheltered employment sector. On this issue, purchase volume targets are set annually.

Cultural and societal diversity

Present in 35 countries, with more than 80 nationalities, Amundi nurtures and promotes cultural diversity.

Amundi is convinced that the cultural richness of its teams rallied together in a joint ambition, strategy and core values (courage, team spirit, entrepreneurship, solidarity) is a key contributor to its success.

While common EDI principles guide Amundi entities across the world, a specific attention is paid to take into consideration local social and societal reality. Hence countries can complement the global EDI policy when relevant and are responsible for local implementation.

Corporate and social responsibility

As a pioneer in the field of responsible investment, Amundi has thus, since its creation in 2010, pursued a policy aimed at incorporating Environmental, Social and Governance (ESG) criteria into its investment processes, over and above traditional financial analysis. Amundi is committed to supporting sustainable transitions by means of an ambitious shareholder engagement policy and responsible investment strategies.

Amundi's responsibility is also to apply the principles of sustainable development to its own operations. Reducing and managing its environmental impact, eliminating discrimination, promoting equal opportunity, ensuring transparency and integrity in its governance, developing a long-term philanthropic policy and encouraging the social involvement of its employees are Amundi's CSR objectives.

3 Governance and local procedures

Governance

The local EDI policy is set up by the Human Resources department and validated by the Management Committee.

The Luxembourg Human Resources department is responsible for adjusting, implementing and nurturing the EDI policy in order to comply with local regulations and take into consideration the broad set of local sensitivities and realities.

The EDI policy is reviewed on a yearly basis to adjust it to the ever-evolving environment on these issues.

The Human Resources department will set up an EDI Committee (with a minimum of 1/2 female members) which will be composed of:

- one member of the Management committee as a sponsor of the initiatives, CEO
- one Head of Department (Legal)
- one member of HR team
- one member of the staff delegation
- up to three volunteering employees (from different departments, different age, etc)

The members work on specific themes or points to provide an open space for information sharing, discussion and collaboration around EDI issues at Fund Channel Luxembourg.

The members of the Committee are committed for at least one year.

The EDI committee meets on a quarterly base and minutes of the meetings are produced.

The missions of the EDI committee include without necessarily being limited to:

- Develop an action plan;
- Establish an inventory of what is already being done at Fund Channel Luxembourg, what is being done in Luxembourg and in the Group, both for EDI and CSR;
- Identify potential barriers and impediments to greater equity, diversity and inclusion at the companies;
- Reflect and propose actions to the management committee for both aspects, EDI and CSR;

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- Define concrete actions based on the results of the ERI survey and other feedback received on EDI and CSR (for more details see Annex 1).

HR will report all activities and action plans to the CODIR on an annual basis by means of written material relating to its mandate and its activities.

Procedures

Amundi Group is convinced that the effectiveness of the Diversity, Equity and Inclusion policy depends on the guarantees offered to employees to access different procedures and action tools.

Code of Conduct


Compliance with ethical standards is an essential element of the quality of service that Amundi is committed to delivering to its clients. All Group employees and managers undertake to comply strictly with the applicable ethical standards in accordance with the law, and with the regulations and codes of conduct in force. Consistent with its Credit-Agricole’s Code of Ethics parent company, the Amundi’s Code of conduct first published in 2019, is designed to guide everyday actions, decisions and conduct, including EDI commitments.


Whistle-blowing

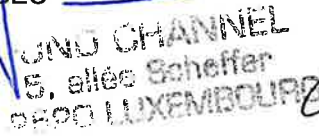
The aim of the whistleblowing system is to strengthen risk prevention by giving all internal and external employees and commercial partners the means to report the unethical, criminal and delinquent behaviours that fall within the scope of application of the “whistleblowing” procedure. An internal whistleblowing procedure designed to collect alert notifications has been set up. Amundi introduced a tool for “whistle-blowers” that guarantees an environment of strict confidentiality that allows the facts to be exposed and discussed with the person designated to handle whistle-blowing via a secure dialogue box, while protecting the whistle-blower’s identity.

This policy will become effective on October, 1st 2024

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4 Annexes

Attached forms / Appendixes	Drafted Indicators EDI policy (to be confirmed by the committee)
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