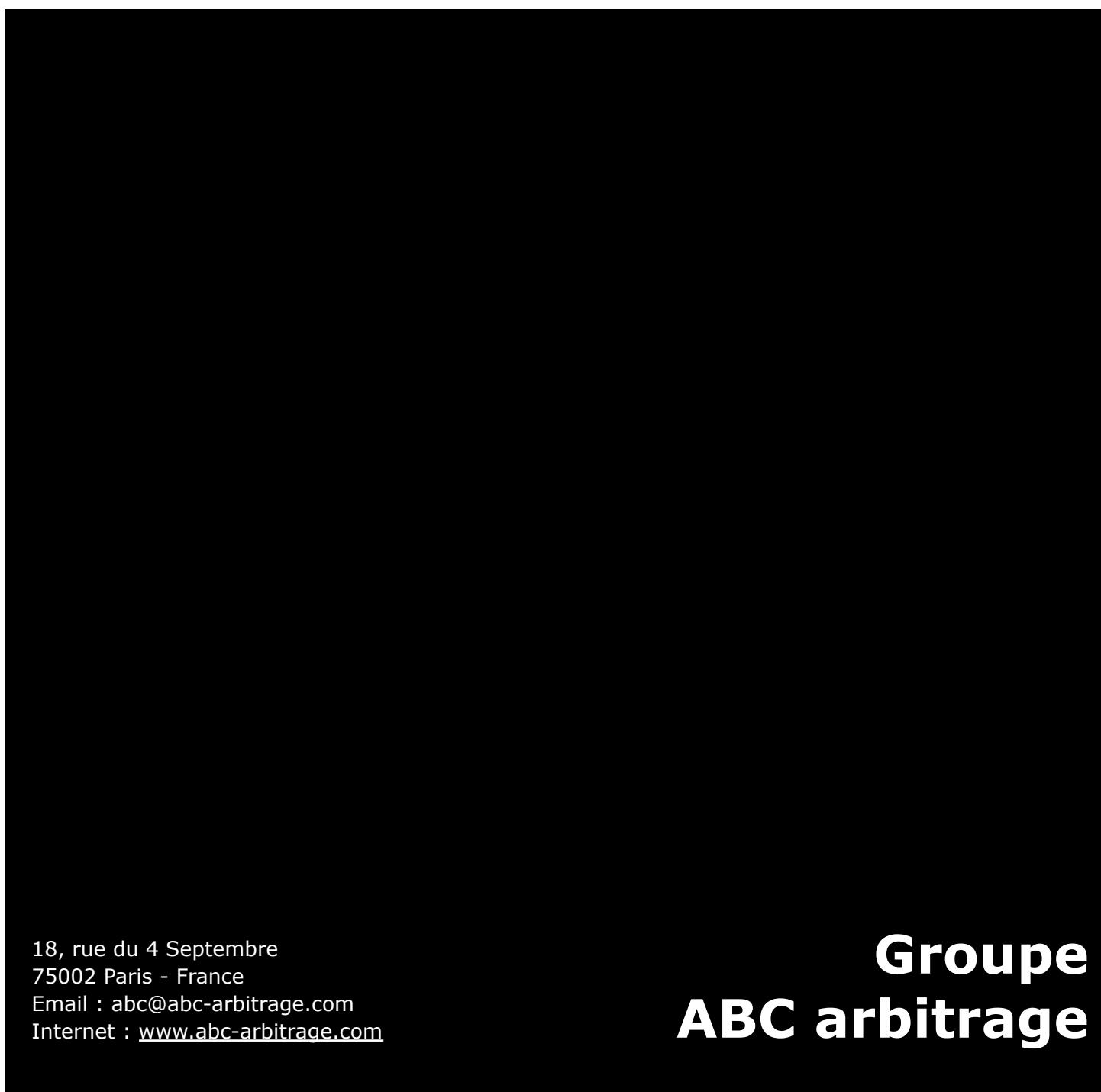


**Non-financial information
provided voluntarily
31-12-2023**



18, rue du 4 Septembre
75002 Paris - France
Email : abc@abc-arbitrage.com
Internet : www.abc-arbitrage.com

**Groupe
ABC arbitrage**

Given its size (average number of employees well below 500), the ABC arbitrage Group is below the thresholds for publication of an Extra-Financial Performance Declaration (*Déclaration de Performance Extra-Financière*, DPEF), in accordance with the provisions of Article L225-102-1 of the French Commercial Code, and is therefore not required to do so. Similarly, given its size, the Group is also currently below the thresholds for publication of a sustainability report in accordance with the CSRD directive. Nevertheless, mindful of everyone's responsibility with regard to social, societal and environmental issues, to ensure a clear understanding of the evolution of its results and its situation, and faithful to its mission to embody "*Positive Finance*", the Group has chosen to examine its impacts and publish key extra-financial performance elements and indicators.

To take this approach a step further, ABC arbitrage :

- relies on the work of an employee dedicated to CSR / ESG issues, who reports directly to the Group Corporate Secretary for these matters;
- in 2022, set up a working group dedicated to CSR issues, which meets at least once a quarter. Open to all, it is made up of employees who wish to make a contribution on these issues. Themes of particular interest are explored in greater depth by task forces, that can put forward proposals;
- created a CSR committee within its Board of Directors in 2023. This committee has met to discuss CSR issues and priorities for the Group.

ABC arbitrage's corporate social responsibility focuses on three main areas:

- Dynamic management of recruitment and support for its employees, its greatest asset, in order to foster their professional development and fulfillment. An incentive-based compensation policy also associates each employee with ABC arbitrage's performance and results. While ABC Arbitrage's business is international by nature, it is also committed to maintaining a strong presence in France, out of conviction.
- A concern for diversity and inclusion in all its forms in this quest to develop talent. Particular attention is paid to gender equality issues, given the specific problems in the finance and digital sectors.
- The desire to take environmental aspects into account in all decisions. The Group is committed to raising awareness of environmental issues among its employees and stakeholders and to reducing its direct impact on the environment through various initiatives. Measuring the Group's carbon footprint, in order to identify the most relevant levers for action, is an integral part of this approach.

Nevertheless, the Group points out that, as far as its investment activities are concerned, it has historically maintained total neutrality in the selection of securities, which are traded using a quantitative and systematic intervention method. As a result, no environmental criteria are involved in the process of selecting the products traded, since only observed market inconsistencies have an impact on the selection. Notwithstanding, ABC arbitrage intends to contribute to a sustainable financial system, which takes into account extra-financial Environmental, Social and Governance (ESG) criteria, and is working towards this goal. ABC arbitrage Asset Management, the Group's French portfolio management company, has joined the United Nations' initiative for the promotion and implementation of UN-supported Principles for Responsible Investment ([UNPRI](#)) in July 2022. To better integrate ESG criteria into its management and investment strategy, ABC arbitrage Asset Management has set up the structure needed for effective, coordinated action, with the creation of a high-level committee to implement and steer its [responsible investment policy](#), the first version of which was published in July 2023.

The reporting scope for the Group's non-financial data is as follows:

- The details and information on environmental issues mainly refer to the actions of the French companies ABC arbitrage and ABC arbitrage Asset Management (UES France), which cover 91% of the workforce. Nevertheless, relevant and significant indicators relating to other Group companies have also been included, wherever the information was available.
- Most social indicators cover the entire Group workforce (including Ireland and Singapore).

For each indicator, the scope is clearly indicated in §5 ("Data table").

The Group would also like to point out that additional information on these subjects can be found on its website (www.abc-arbitrage.com).

Finally, the Group would like to point out that it is important to read the management report in addition to this non-financial information report, in order to find out about the highlights of the year, as well as the Group's business orientations and outlook.

Sommaire

1. Social information	4
1.1. ABC arbitrage teams	4
1.2. Compensation policy	5
1.3. Organisation of working hours and work/life balance	5
1.4. Absenteeism	5
1.5. Labour relations	6
1.6. Health and safety	7
1.7. Training	7
1.8. Equal opportunity	8
1.9. Working environment	8
1.10. Corporate life and integration	8
1.11. Our results: testimonials and satisfaction surveys	9
2. Other stakeholders	10
2.1. Local, economic and social impact of our business	10
2.2. Shareholders and investors	10
2.3. Financial intermediaries	10
2.4. Subcontracting and suppliers	10
2.5. Data confidentiality and security	11
2.6. Collaborative engagements	11
2.7. Relationships with other people or organisations	12
2.8. Fair business practices	13
3. Environmental information	14
3.1. Carbon footprint	14
3.2. Digital sustainability	16
3.3. Pollution and waste management	16
3.4. Energy sobriety	18
3.5. Sustainable use of resources	18
3.6. Awareness rising	18
4. A quick peek	19
5. Data table	20
5.1. Social indicators	20
5.2. Environmental indicators	26
5.3. Governance indicators	29

1. Social information

ABC arbitrage's employees are its greatest asset. The Group therefore pays particular attention to all aspects of their well-being and professional fulfilment.

The ABC arbitrage Group's main social indicators are summarised in the "Data table" section (part 5).

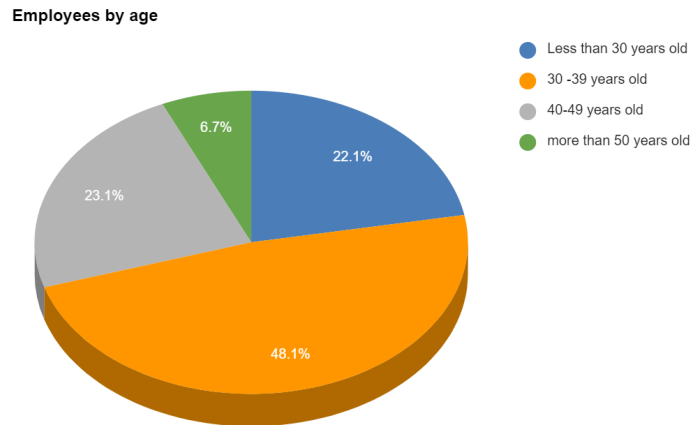
1.1. ABC arbitrage teams

Despite the international nature of its business, ABC arbitrage has always sought to maintain a strong presence in France. Its workforce is made up of many engineers and scientists, and the Group makes every effort to keep them in France. France accounts for 91% of the Group's workforce.

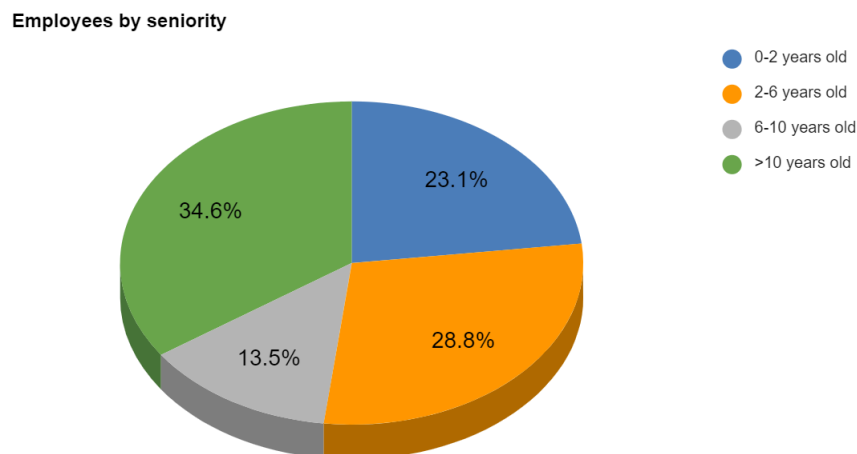
The Group's workforce has grown by 22% over the past 3 years.

In 2023, the Group recruited 15 new employees on permanent contracts, i.e. 14% of the total workforce at December 31, 2023, choosing to combine young employees with proven technical experience. This recruitment policy fosters dynamic thinking and innovation, while capitalising on the expertise of our most loyal employees.

This balance is reflected in the average age of our employees (36 years old on average), which reflects both the Group's dynamism and experience. The proportion of under-30s is roughly equal to that of over-40s, at around a quarter of the workforce.



The average length of service of Group employees is 8.5 years. The Group relies on an experienced management team (average length of service 19 years) that is loyal to the Group, and most employees stay with the Group for many years.



All team indicators are available in the data table (§5.).

1.2. Compensation policy

Full compliance with the obligations set out in Article L.225-102 of the French Commercial Code is mentioned in the ABC Arbitrage Group's management report for the 2023 financial year.

In 2023, personnel costs have declined by 36% compared with 2022. This reduction is essentially due to the variable part of remuneration, which is lower in a context of declining performance. This correlation is structural in the Group's compensation system.

In order to recruit quality profiles, value skills and share the wealth created collectively on an equitable basis - without any form of discrimination - salary scales were introduced for each position, department and company of the Group in 2020, based on objective criteria (internal skill levels, diplomas obtained, number of years' experience and studies). These grids are updated annually, taking into account an annual market survey and the reality of the field (information gathered during all recruitment interviews conducted).

In 2023, the Group worked on a new system of skill levels, reflecting the area of responsibility and level of development of employees.

The desire to involve teams over the long term and create a convergence of interests with shareholders is at the heart of management's concerns. A range of long-term profit-sharing schemes is offered, designed to enable the company to grow while maintaining its expertise and containing fixed costs, as far as possible.

This active approach has been part of the Group's DNA for many years. Convinced of the positive effects of this type of program (convergence of interests with shareholders, loyalty-building, etc.), it will continue to use these profit-sharing products. In addition, all employees benefit from a customary annual appraisal, which opens up the possibility of a discretionary performance bonus.

An employee savings plan is also available to all employees in France (i.e. 91% of the workforce).

Full details of employee shareholding programs are provided in the Group management report. In addition, employees enjoy benefits such as vacation bonuses, luncheon vouchers, etc.

1.3. Organisation of working hours and work/life balance

a.

The organisation of working hours varies according to the functions performed. Employees are subject to the company's collective working hours, which correspond to legal working hours, unless otherwise stipulated in their employment contract.

The terms and conditions (working hours, schedules, organisation, possibility of teleworking) are varied.

In fact, employees are granted considerable flexibility in their working hours, subject to operational constraints. For example, they can freely choose which days to work remotely or from the company's offices, or take advantage of part-time working. In 2023, 3 women worked part-time. Managers also show flexibility with unpaid leave. In 2023, 10 people took advantage of this.

A collective agreement drawn up with the Social and Economic Committee (CSE), employees, the Human Resources Manager (RRH) and managers has made it possible to telework on a regular basis in a "non-COVID" context. All experienced employees who wish so can benefit from 12 days' teleworking per month. This mode of working, which alternates between the office and home, improves work-life balance and, for example, makes work more compatible with parenthood. All employees have applied for teleworking, and all requests have been accepted. In 2023, the average number of teleworking days per person is 38%. This reflects a good take-up of this possibility as much as the pleasure employees have in coming to the office. ABC Arbitrage provides all the means necessary to enable employees to telework under the best possible conditions, and an ergonomist can travel or carry out awareness-raising activities at their request. A lump-sum allowance is also granted each month to all relevant employees to compensate for the costs associated with working from home.

In addition to flexible work organisation and the possibility of teleworking, the Group aims to maximise the reconciliation of professional and personal life, for example by not scheduling recurring meetings after 6pm. In the same vein, working conditions for pregnant women are adapted: greater use of teleworking and more flexible office hours are possible at the employee's request. Finally, crib reservation contracts enable employees who wish to benefit from childcare in *crèches*.

1.4. Absenteeism

Absenteeism and the reasons for it are monitored by ABC Arbitrage's Human Resources department. The absenteeism rate as determined in the monitoring of the main indicators corresponds to the ratio between the total number of unscheduled days of absence and the total number of theoretical working days (expressed as a percentage). The

absenteeism rate (0.7%) is well below (more than 5 times) the average for the Banking and Insurance sector (4.12% in 2022 according to the absenteeism observatory).

Unplanned absences in 2023 are essentially short-term absences (< 3 days), made up of sick leave and family-related absences. Short-term absences account for 90% of absences for the year. In 2023, the average duration of an unplanned absence within the UES ABC arbitrage is 1.95 days (compared with 23.6 days for 2021 according to the absenteeism observatory).

The very low percentages reflect the positive working atmosphere within the ABC Arbitrage Group, as well as the actions taken by the Group to ensure the well-being of its employees. All absence-related indicators are available in the data table (§5).

1.5. Labour relations

The collective agreements in force within the Group are mainly based on profit-sharing and incentive schemes, and on the fixed daily rate for the French entities.

Employees can contact their manager at any time with any requests or comments they may have. Each employee also benefits from :

- an annual interview with his or her manager to discuss the various aspects of his or her life within the company. The format was revised in 2023 to make it more objective and to systematically address areas of satisfaction or dissatisfaction at all levels (job content, work atmosphere and organisation, feedback on the manager, salary, etc.), as well as the employee's career development and training aspirations.
- regular professional interviews, the format of which has been reviewed in conjunction with the Social and Economic Committee (CSE), with particular emphasis on work/life balance and workload. In 2023, 19 professional interviews were carried out with the RRH using this new interview format.

Social dialogue is also based on a process of consultation between the employer and its employee representative bodies. It is organised around the Social and Economic Committee (CSE). The CSE is responsible for economic matters (organisation and running of the company, working conditions, vocational training, apprenticeships, etc.) as well as social and cultural matters, and for protecting the health and safety of group employees, in order to help improve working conditions. The CSE is informed and consulted on important decisions to take account of employees' interests. It meets on average once every two months and at least 6 times a year.

In addition, a working group on CSR issues is open to all. It enables employees who wish so to be informed and to propose actions on issues linked to environmental or social concerns. It is organised around "task forces", which work more specifically on certain subjects of interest.

The existence and operation of the CSE, the working group and the CSR approach are communicated and explained to employees, particularly when they join the company. This information is also made available to all employees via an Intranet platform, which brings together all information relevant to life within the company.

Social dialogue is also maintained through half-yearly meetings at which the Group's results are presented. These obligatory meetings are an opportunity for employees to ask management questions, also anonymously, on subjects as diverse as the company's results, corporate life and future orientations.

1.6. Health and safety

Our occupational health policy goes beyond mere regulatory compliance. Protecting the health of our employees is a priority for the ABC Arbitrage Group.

For example, French employers, by unilateral decision, reimburse 100% of the basic health insurance package, and a voluntary seasonal flu vaccination campaign is organised every year. Voluntary employees are also regularly trained in "first aid" (10 people in 2022), fire-fighting (18 people in 2023) and evacuation (11 people in 2023).

Every year, the Group reviews the "*document unique d'évaluation des risques professionnels*" - a document used to identify the risks associated with the jobs carried out within the Group, in conjunction with the occupational health department - to ensure, in particular, that the psychosocial risks associated with the isolation caused by the widespread use of teleworking are properly dimensioned. All types of risk are considered in order to provide the best possible response. For example, the risks to working conditions in the event of a power cut have been assessed for 2023. A guide to good posture at work is also available on the intranet.

An internal whistle-blowing procedure enables an employee to reveal or report, confidentially and securely (specific mailbox), a crime or offence, a violation of the law or regulations (e.g. discrimination, harassment) of which he or she has personal knowledge.

The prevention of verbal, sexist and sexual violence within the company is included in the internal regulations, which are reviewed with each new employee. In addition, the company's internal code of conduct includes harassment (both sexual and moral), with a reminder of what it is and what the penalty would be. In addition, the articles of the French Labour Code on harassment are posted in the office, and a member of the CSE is the internal referent for all these issues.

The ABC Arbitrage Group's commitment to the good health of its employees is also reflected in preventive actions such as the provision of self-service dried fruit, by offering and paying for registrations for running races or partnerships with gyms.

No occupational illnesses were reported in 2023 nor were there any work-related accidents.

1.7. Training

Training is a major concern for ABC Arbitrage Group. It enables both the development of human capital and individual development, and is divided into three main aspects, throughout one's professional life:

- **Technological, regulatory and fiscal watch:**
Numerous training courses are organized to enable employees to keep abreast of regulatory and tax developments, as well as technological advances. These training courses include cross-disciplinary knowledge.
- **Core business training:**
ABC arbitrage's training policy for its core business is essentially focused on tutoring (knowledge transfer) and watch. In fact, there is little or no direct training in ABC arbitrage's core business (business training is mainly related to directional strategies, and not to quantitative and systematic trading). As a result, tutoring is one of ABC arbitrage's preferred options for training its employees. With regard to document monitoring, ABC arbitrage encourages its employees to be intellectually curious, and provides the necessary resources by subscribing to professional and technical content and acquiring technical documentation books.
- **Soft skills training:**
A significant proportion of the training budget is dedicated to enhancing employees' "soft skills", so that they feel more at ease in their work. In 2023, 69% of expenditure for training/coaching organizations was devoted to this type of support (management, assertiveness, speaking, leadership).

Requests for training, including those leading to diplomas or certificates, are discussed at least once a year with all employees during the annual appraisal interview. All requests are examined, and each manager receives from the Human Resources department a reasoned feedback for each request, which he or she can pass on to the employee. Validated requests are grouped together in an annual training plan which is submitted to the Social and Economic Committee. In 3 years, training expenditure per employee has increased by 32%.

In 2023, ABC Arbitrage launched its "ABC University" program, which offers employees training courses by profession. As a result, all new employees are now welcomed via specific training pathways, and a catalog of training courses is offered to all Group staff in order to encourage transfer and career development.

As part of this commitment to training and knowledge transfer, ABC Arbitrage Group regularly offers trainees at the end of their studies so-called "pre-employment" assignments. Of the 3 pre-employment internships carried out in 2023, one was hired on a permanent basis at the end of the internship.

1.8. Equal opportunity

When recruiting and managing human resources, the ABC Arbitrage Group is committed to non-discrimination of any kind, particularly with regard to nationality, culture, gender or disability. On the contrary, the Group seeks diversity in all its forms, through the integration of different employees.

The Group strives to recruit motivated, competent employees who will fit in well with the existing team and create an understanding between people who are sometimes very different. Ambitions are encouraged, as long as they serve the community.

With regard to gender equality in the workplace, ABC Arbitrage has drawn up an action plan based on a diagnosis of 9 areas for action (recruitment and access to employment, qualifications, classification, remuneration, professional training, promotion and professional mobility, safety at work, working conditions, work-life balance). The actions defined, in conjunction with the CSE, are a priority for the company and form part of the day-to-day fight against all forms of discrimination. To take things further, a CSR group task force was set up in 2022 to take stock of the situation and make new proposals on the subject. In 2023, a number of initiatives have been launched:

- the question of the birth of a child and parenthood was the subject of a specific analysis, which led the Group to decide to maintain full salaries for both men and women during maternity and paternity leave. To give employees maximum visibility over their working lives during this special period, legal information and procedures, as well as useful links and information, have been communicated to all employees and are now accessible to all;
- an internal survey was carried out to gather employee feedback on diversity and inclusion issues;
- all other aspects of working life have been considered through the prism of diversity and inclusion, with the aim of producing - by 2024 - an even more ambitious update of ABC arbitrage's action plan on these issues, including the results of the internal survey.

The Group is also committed to gender equality on its Board of Directors. Taking into account the historical founding shareholder directors, women represent 40% of the Board of Directors (100% of independent directors).

1.9. Working environment

ABC arbitrage has chosen to locate its Paris offices in the heart of the city, where restaurants, boutiques, art galleries, etc. are within easy reach and among the capital's best-served districts. Similarly, the Singapore and Dublin offices are respectively in the city center or well served by public transport.

The company has also prioritised the creation of ergonomic workspaces, renovated by an interior designer, and pleasant living spaces (cafeteria, etc.). A rest area is available for employees.

For several years now, the Group has been working alongside French artists to promote art and culture within the company. The Group is convinced that this contributes to creativity and inspiration, and fosters social interaction and sharing, thus promoting the well-being of its employees:

- New paintings were installed on the premises in 2023;
- Art photographs are on display in the cafeteria and are regularly renewed. Since the end of 2022, the photographs of Mathieu Latour, a talent sponsored by ABC arbitrage, have been on display in the Paris premises.
- Each meeting room has a permanent display of an original work of art specially created for ABC arbitrage around the theme of chemical elements: Oxygen, Silicon, Zinc, Carbon, Gold, etc., complementing the fresco created (a live performance over ten days in 2018) by artists within the Paris premises: a mix of sketches of who we are at ABC arbitrage and freestyle.

1.10. Corporate life and integration

In order to offer its employees a rich and fulfilling professional life, the ABC Arbitrage Group regularly organises events and activities to foster team cohesion.

The Human Resources department organises integration mornings for new employees to help them familiarise themselves with the Group's history, culture and values. It's also a time for exchanging ideas with managers, who come to

introduce themselves and their team's organisation. In 2023, two integration mornings were held.

During the trial period, new employees systematically have two meetings with a member of the Human Resources department to monitor their integration. At the end of their probationary period, new employees meet individually with all members of management for a privileged moment of exchange. A breakfast meeting is also planned with Dominique CEOLIN, Chairman and CEO of ABC arbitrage.

Several initiatives enable employees to get to know their colleagues from other teams better. For example, "mix" lunches are regularly organised with those who wish to do so. Employees can also propose similar initiatives.

Every year, employees and investors are invited to experience a unique sailing experience alongside Jean-Pierre Dick and his team (see section 2.g.).

Last but not least, the CSE organises numerous social events (quizzes, Candlemas, the "Galette des rois", ski weekends, etc.) and offers a number of benefits to employees (Christmas gift vouchers, Skilleos subscription, which includes over 1,400 online courses in a wide range of fields, sports and leisure packages, etc.).

1.11. Our results: testimonials and satisfaction surveys

The Group's employees are the best witnesses of the positive working atmosphere: all the reviews posted by ABC arbitrage employees on professional social networks (Glassdoor, Indeed) in 2023 gave it scores equal to or higher than 4/5.

The internal survey on diversity and inclusion showed that ABC arbitrage employees do not identify any major problems on these issues.

In 2023, the Group's efforts to promote employee well-being also resulted in the award of [Great Place To Work@ France certification](#). A global benchmark in terms of employee experience, this label measures employees' perception of their company. The survey revealed genuine satisfaction, with - for example - the following results:

- 100% of employees feel that new recruits are well received.
- 99% of employees think that, on the whole, this is a really good company to work for.
- 99% of employees say that we celebrate special events together.
- 93% of employees think that our premises and facilities contribute to a pleasant working environment.
- 96% consider that "in this company, employees are given a lot of responsibility".
- 100% consider that "safety conditions are met."
- 97% positive responses to the question "the working environment is psychologically and humanly healthy."

The survey will be repeated every three years, in line with the frequency of the Group's business plans.

2. Other stakeholders

The group aims to undertake its societal responsibility by taking into consideration the stakeholders' expectations with whom discussion is opened.

2.1. Local, economic and social impact of our business

In its own way, and since its creation, the Group has contributed to local development, not only as an employer, but also through its activity, since it brings liquidity to the markets and thus contributes to the smooth running of the financial industry.

Arbitrage is a combination of several operations whose aim is to make a profit by taking advantage of the only imperfections likely to appear between different financial markets. Arbitrage enables prices for the same asset to converge between different markets. It ensures fluidity between different markets and contributes to their liquidity. In carrying out its activities, ABC Arbitrage Group contributes in its own way to maintaining the relevance and efficiency of the markets, and to ensuring compliance with the rules laid down. It also enables "small holders" to access the market and acquire securities at fair value.

The social utility of the ABC Arbitrage Group is not limited to the role it plays on the markets. The value created by the Group is, and always has been, redistributed to its employees, shareholders and the State through various taxes and contributions.

2.2. Shareholders and investors

Regularly, high-quality financial reporting keeps investors and shareholders informed of the Group's results and key trends. In addition to the annual shareholders' meeting, regular press releases are issued to keep shareholders informed. Our website (www.abc-arbitrage.com) and email contact address (actionnaires@abc-arbitrage.com) are also available for obtaining any information they may need.

Group companies are committed to live up to investors' expectations. They implement investment strategies with the highest standards and strict processes to preserve capital. All elements relating to environmental, social and governance (ESG) criteria are grouped together in a Due Diligence Questionnaire. These elements include the ABC Arbitrage Group's corporate social responsibility (CSR) axes, including aspects of diversity and inclusion, respect for privacy and work-life balance, codes of conduct, respect for the environment, etc. This document is available on the extranet for current ABC Arbitrage Asset Management clients and for prospective clients (provided they are categorized as professional clients) who carry out a Due Diligence analysis after entering into a relationship. It is updated whenever significant changes are made. Finally, an email address and a contact form on the website (<https://am.abc-arbitrage.com/>) are also available for further information.

2.3. Financial intermediaries

ABC Arbitrage Group selects the financial intermediaries it works with with the greatest care, to ensure that they meet its requirements in terms of good management practices. The Group carries out an in-depth analysis of their practices on the basis of an extensive Due Diligence Questionnaire. As part of this process, it now systematically gathers detailed information on their environmental, social and governance (ESG) policies.

2.4. Subcontracting and suppliers

The use of subcontractors is limited. Outsourced tasks are limited to the preparation of pay slips and social security declarations, as well as certain general services and administrative tasks.

The number of suppliers linked to the business (mainly financial data suppliers) is limited, as is the choice offered to the company. Other suppliers are solicited for purchases not directly related to the business.

Nevertheless, ABC Arbitrage maintains a long-term relationship of trust with its suppliers. Whenever possible, it gives preference to quality products with better environmental or social performance, although this is not formally stipulated. By way of example, we could cite the choice of Data Centers, for which energy efficiency, the source of electricity, the local presence of a maintenance team, as well as the consumption and electrical output of the equipment used have all been taken into account.

2.5. Data confidentiality and security

System security and integrity have always been a very serious concern. The latest policies for securing infrastructure, networks and handled data are applied throughout the Group. Cybersecurity is treated with the same importance as other levels of security.

- Employees are evaluated and trained in security principles (including phishing detection);
- Information and user workstations are protected on the basis of Zero Trust recommendations: strong, context-based authentication, device posture, network micro-segmentation and encryption of exchanges on the network with TLS and on our disks;
- Backups and important information are replicated to at least two locations, one of which is disconnected from the network;
- The group uses "Google Workspace" for e-mails and documents;
- Multi-factor authentication is used for each user;
- Intrusion tests are carried out by external contributors every 12 months and phishing tests are carried out several times a year, with a regular change of contributors for better control;
- Internal and external vulnerabilities are analysed daily;
- Audit events and system and network telemetry are centralised and alerts are issued when thresholds are crossed or damage occurs;
- Management of servers, cloud platforms and networks is automated, enabling rapid, large-scale application of configurations and better tracking of history;
- User workstation equipment is managed from a Cloud platform, where workstation security is enforced and telemetry is used to monitor compliance;
- Configuration is reinforced by banning obsolete or infection-vector communication parameters and protocols in favour of those recommended by the NIST, NSA and ANSSI agencies;
- The "principle of least privilege" is applied to users and services;
- In the event of damage, a crisis management unit is set up, comprising the management committee, to qualify and decide on the procedures to be applied.

Finally, employees are made aware of the General Data Protection Regulation (RGPD) and procedures to ensure that personal data is archived and deleted in compliance with this regulation have been deployed.

2.6. Collaborative engagements

ABC arbitrage Group and the companies that make it up actively participate in the development of the industry of which it is a part, through several collaborative engagements:

- ABC arbitrage is an active member of the MiddleNext association (an association of mid-cap companies listed on the Paris stock exchange), and shares its conviction that good governance practices must be adapted to the different needs of structures, depending on their shareholder base or size, for example, to ensure that governance is in line with business practice. Dominique CEOLIN, Chairman and CEO of ABC arbitrage, is a member of its Board of Directors. Other Group employees also provide assistance and insight into the areas of expertise on which they work on a daily basis. ABC arbitrage has also made its main meeting room available free of charge for Middlednext conferences. Finally, ABC arbitrage has joined Middlednext's CSR working group, which aims to collectively reflect on the tools to be put in place, organise regulatory monitoring and share experiences on these subjects.
- In 2023, ABC arbitrage Asset Management renewed its membership of the AFG - Association Française de la Gestion Financière. The AFG represents and defends the interests of third-party portfolio management professionals. It provides its members with ongoing support in the legal, tax, economic, accounting and technical fields, and leads the profession's reflection on the development of management techniques, research and the protection and orientation of savings. ABC arbitrage Asset Management also participates in AFG's Responsible Investment plenary meetings.
- In 2023, ABC arbitrage Asset Management also joined the Standards Board for Alternative Investments (SBAI), a global alliance of asset managers and institutional investors dedicated to improving the alternative investment industry, and participates in its working group on responsible investment issues.
- Finally, as part of the Group's strategic plan and in keeping with its mission to embody the Group's "Positive finance" slogan, ABC arbitrage Asset Management, as an asset management company, has joined the [UN-supported Principles for Responsible Investment](#) (UNPRI) in 2022. Through this initiative, ABC arbitrage Asset Management intends to pursue its commitment to contribute to a sustainable financial system, which takes into account extra-financial Environmental, Social and Governance (ESG) criteria. The company has voluntarily reported to UNPRI on its actions in 2023.

2.7. Relationships with other people or organisations

The role of ABC Arbitrage Group in society and the relationships it maintains with its stakeholders does not stop with its employees, shareholders, investors and suppliers. Indeed, the group is careful to develop and maintain quality relationships with all stakeholders interested in the company's activity:

- The Group's social action also include professional integration, links with educational establishments and professional working groups. Company employees regularly take part in engineering school forums (such as the Trium forum in October 2023 and CentraleSupélec in November 2023) and technology conferences (NewCrafts conference in May 2023), and speak at universities to promote the Group and its businesses, build relationships with students and spot future talent. Pre-employment and summer internships are regularly offered to students. These internships represent a real recruitment pool for the Group. In 2023, 33% of pre-employment interns were hired on permanent contracts at the end of their internship.
- In a world in perpetual motion, with ambitious and captivating projects, the ABC Arbitrage group wishes to remain open to other professions or other passions. This includes meeting men and women who lead and live extraordinary human adventures through sport or studies. Getting away from it all, discovering and sharing work, innovation and surpassing oneself, looking at things differently, enriching one's own career path - these are the objectives of the ABC Arbitrage Group through its "*coup de cœurs*" partnerships:

- Since the 2014/2015 school year, the ABC Arbitrage group has been providing financial support to Maisons des Jeunes Talents, an equal opportunity association with an innovative program run by the Primonial Group Foundation¹.

The aim of this association is to help young scholarship students to succeed in preparatory classes and entrance examinations for Parisian grandes écoles.

Every year, two young girls are sponsored by ABC Arbitrage, with Group employees providing psychological support (moral support), academic support (methodology and general knowledge) and an introduction to professional life (discovery of the company and its codes), as required. They can also facilitate the search for internships and jobs, by giving their godchildren the benefit of their network and knowledge of the professional world.

Through this partnership, the Group hopes to facilitate access to scientific studies for the next generation, particularly girls, and to contribute in its own way to the development and recognition of France's excellence in these fields.

- As part of its internal and external communications policy, ABC Arbitrage has been running a sponsorship program for many years as the "Title Partner" of skipper Jean-Pierre Dick (Absolute Dreamer stable). From 2018 to 2022, ABC Arbitrage supported the realisation of Jean-Pierre Dick's project, the Easy To Fly, an 8-metre catamaran of which he is the designer. The year 2022 marked Jean-Pierre Dick's return to the traditional circuit, still accompanied by ABC Arbitrage, and saw him win the Route du Rhum in the Rhum Mono category. In 2023, Jean-Pierre Dick won the Caribbean 600 in his category and set a new record for crossing the Atlantic in the opposite direction, from Bermuda to Lorient.
- In the past, the Group has also contributed to the work of Basis.point, an association created on the initiative of the Irish investment fund industry, which works to improve access to training and educational opportunities for young disadvantaged people in Ireland. The Group continues to support the association.
- In addition to its historic partnerships, the ABC Arbitrage Group also sponsors up-and-coming athletes and artists as part of a program called "Young Multi-talented of ABC Arbitrage" (YMTA):
 - surfer Charly Quivront, in high-level competitions and other sporting events in which he has participated since 2016. He was French Open Shortboard Champion in 2022;
 - Adrien Pendaries and Charlotte Liautier, both professional golfers, who joined ABC Arbitrage at the end of 2021;
 - Mathieu Latour, wildlife photographer and filmmaker whose "*Regards d'extinction*" project - 300 face-to-face portraits of endangered animals - was unveiled in 2023. Mathieu Latour also took part in Yann Arthus-Bertrand's documentary "*Vivant*".

¹Under the auspices of the Fondation de France, this corporate foundation brings together all the commitment and philanthropic initiatives undertaken to date by the various entities of the Primonial Group. The Primonial Group Foundation has also taken over and continues the actions of the Fondation Financière de l'Échiquier, including "*Maisons des jeunes talents*", a program designed to house and support scholarship students admitted to preparatory classes for the "*grandes écoles*" in Paris

2.8. Fair business practices

ABC arbitrage is listed on a regulated market. Consequently, from the moment they sign their employment contracts, all Group employees undertake to comply with all internal control procedures concerning the trading of ABC arbitrage shares and, more generally, with the rules governing the prevention, by law or regulation, of offences and breaches of stock market regulations.

Similarly, ABC arbitrage Asset Management is a regulated asset management company, subject to various approvals and under the supervision of the Autorité des Marchés Financiers (AMF). Employees are committed to complying with all mandatory professional rules in the asset management business, and in particular to respecting the primacy of the client and the fight against corruption, money laundering and the financing of terrorism. Charters and codes of conduct (whistle-blowing procedure, employee market intervention policy, internal regulations, rules of professional conduct, IT charter) are presented to all new recruits and are freely accessible to all employees. Their content may be the subject of reminders (twice-yearly intervention windows, etc.). A meeting with the compliance officer is also systematically organised within 6 months of employees taking up their duties, to ensure that they understand the procedures. More generally, internal control and risk management procedures are detailed in the management report.

In 2023, it was decided to include evaluation criteria based on CSR performance in the variable compensation of ABC arbitrage's Chairman and Chief Executive Officer, Dominique CEOLIN. Two of the four qualitative criteria are thus conditional on CSR performance:

- Social and Societal Dimensions: assessment based on the following indicators:
 - Non-chosen staff turnover ;
 - Involvement in community life outside ABC arbitrage (Mid Small Ecosystem, Governance, etc.) and
 - Gender equality - current situation and measures implemented.
- Environmental dimension: measurement of CO₂ emissions by the ABC arbitrage group and monitoring of actions implemented.

ABC arbitrage has also taken note of the revised OECD Guidelines for Multinational Enterprises on Responsible Business Conduct², and strives to comply with them wherever possible, in order to identify, prevent or mitigate any potential negative impacts of its activities.

Finally, the Group is committed to respecting all human rights, including those covered by the main conventions of the International Labour Organization (ILO)³. The Group operates in countries where democracy and human rights are promoted and monitored. ABC arbitrage Group's foreign operations have been based primarily on operational criteria, with particular attention paid to the human development index⁴ for each country. The three countries in which the Group operates are ranked in the highest "very high human development" category. Ireland ranks eighth, Singapore twelfth and France twenty-eighth in this index.

² OECD Guidelines for Multinational Enterprises on Responsible Business Conduct : <https://www.oecd.org/fr/daf/principes-directeurs-de-l-ocde-a-l-intention-des-entreprises-multinationales-sur-la-conduite-responsable-des-entreprises-0e8d35b5-fr.htm>

³ International Labour Organization : <https://www.ilo.org/global/lang-fr/index.htm>

⁴ Human Development Index (HDI) by the United Nations as part of its development program, for more details: <https://hdr.undp.org/en/content/human-development-index-hdi>

3. Environmental information

Given the nature of its business, ABC Arbitrage Group's direct impact on the environment is limited. Nevertheless, the Group is aware of its responsibilities and strives to minimise its impact on the environment and to make rigorous use of essential natural and energy resources. It strives to ensure that its business activities respect the environment by taking environmental criteria into account in its operational decisions and by raising awareness.

3.1. Carbon footprint

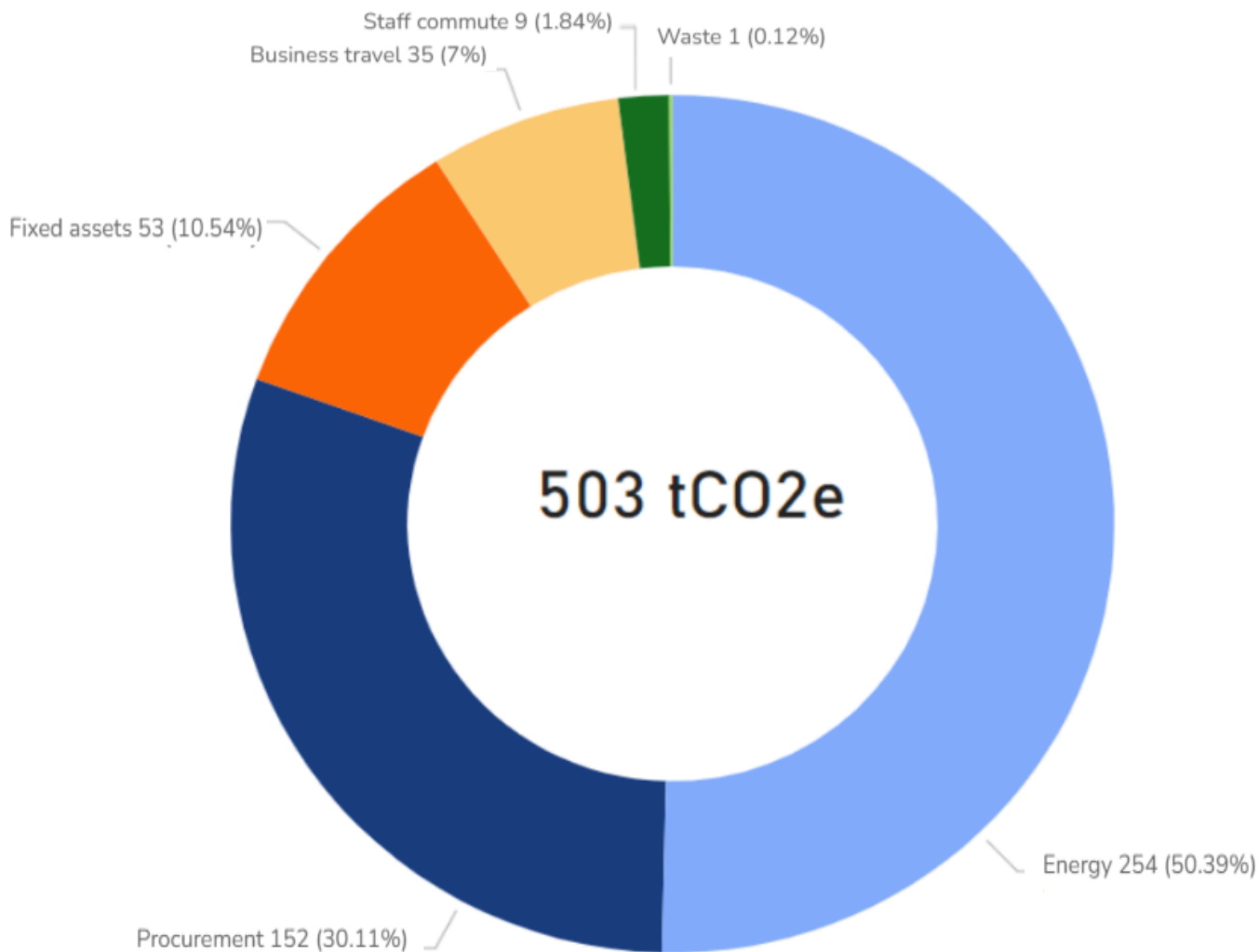
ABC arbitrage has been measuring its carbon footprint since 2021. Beyond the figures obtained, the aim is for the Group to identify and understand the priorities for reducing the emissions associated with its activity, and to participate in raising collective awareness of these issues. The actions to reduce pollution described in the following sections (responsible digital, transport policy, etc.) are therefore also based on measuring the carbon footprint.

The Group has repeated the exercise in 2023, applying strictly the same method as the previous year, so as to be able to establish a comparison. As in 2022, ABC Arbitrage's carbon footprint has been calculated to the highest methodological standards, in particular with regard to the following points:

- The carbon footprint measurement covers all scopes (1, 2 and 3, i.e. direct emissions generated by operations, emissions associated with the consumption of electricity and heat, and indirect emissions) and all relevant emissions items, to cover a scope that is intended to be exhaustive and take account of all significant categories, including scope 3. Only emissions associated with its investment portfolio (category 3-15 of the GHG Protocol) have been excluded from this calculation. Due to the technical nature of this subject, they will be estimated separately. The carbon footprint thus takes into account digital usage, purchasing and support services, energy consumption and waste management, emissions associated with various aspects of employees' working lives (commuting, etc.) and the depreciation of offices and IT equipment. The complete list of items included and excluded from the calculation is detailed in the data table (§5.).
- All sites where ABC arbitrage operates have been taken into account.
- The measurement is based on the most up-to-date emission factors and monetary ratios reflecting the state of the art. Physical data were systematically preferred to monetary data when available.
- Contributions to the financing of low-carbon projects have not been included in the calculation, which aims to account for all emissions associated with the Group's activities. This is because such projects may result in avoided emissions, but cannot "cancel out" operational emissions.
- Uncertainty levels have been assessed for the various emissions items.

ABC arbitrage thus estimates its carbon footprint for 2023 at :

- 0 tCO₂e for scope 1 (direct emissions generated by operations: no vehicles belonging to the Group and no emissions from sources owned or controlled by the organisation)
- almost 199 tCO₂e for scope 2 (emissions associated with electricity and heat consumption): these emissions are linked to the "combustion" part of the energy used for its various sites, and are calculated on the basis of location
- almost 305 tCO₂e for Scope 3 (all other indirect emissions)
- 503 tCO₂e for the 3 scopes, excluding emissions associated with its investment portfolio, which break down as follows:



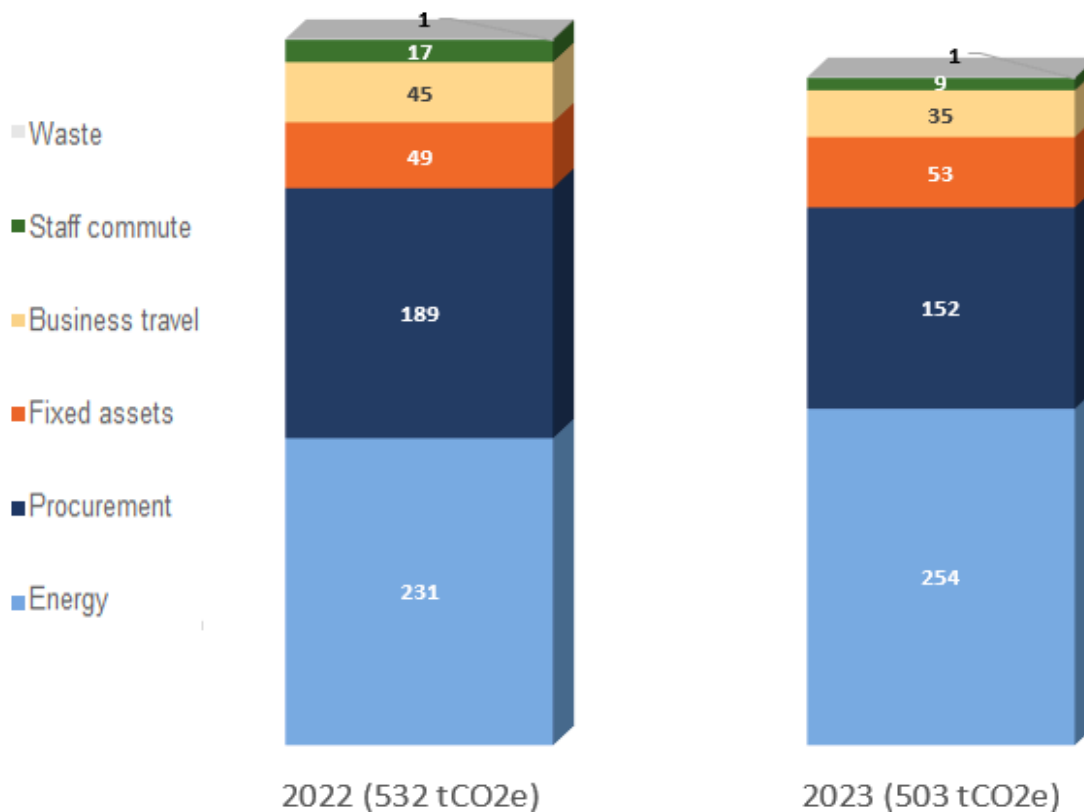
- Given the uncertainties, it is estimated that the emissions are within a range, the upper limit of which could reach 600 tCO₂e. These uncertainties relate, for example, to the emission factors and monetary ratios applied to purchases, for which the exact carbon footprint of the organisations supported or produced is not known.

Level of uncertainty	Sources of activity data	Part of data by level of uncertainty
Very low	Mesure directe (EU ETS sites)	6.5%
	Electricity (France)	
Low	Electricity (Excluding France)	52.7%
	Transports (In km)	
Moderate	Capital assets (In square meters or tonnes)	0.2%
Strong	Capital assets (In unit)	10.3%
Very strong	Monetary key figures	30.3%

● FE mainly used to estimate scope 1
 ● FE mainly used to estimate scope 2
 ● FE mainly used to estimate scope 3

Compared with 2022, the Group's carbon footprint is reduced by around 5% in 2023⁵⁵. This is mainly due to a reduction in purchases (lower non-recurring legal and consulting fees) and business travel.

Carbon footprint ABC Group (tCO₂e)



3.2. Digital sustainability

Aware of the importance of digital equipment in its environmental footprint, ABC arbitrage group seeks to characterise its impact and gradually reduce it. These impacts are mainly of two kinds:

- energy consumption: in order to control energy consumption, ABC arbitrage :
 - includes criteria relating to electricity consumption and supply when selecting the data centers it uses;
 - has developed its Disaster Recovery Plan to gain in flexibility and mutualization thanks to virtualized systems;
 - systematically selects hardware with a very high level of performance in relation to the electricity consumed.
- digital devices: in order to limit their impact, ABC arbitrage :
 - uses second-hand components whenever possible
 - extends the lifespan of its equipment beyond the standard lifespan and opts for longer-than-average manufacturer warranties
 - tries to find a second life for IT equipment (donations to employees or associations : Proxité and Simplon - donations made via HelloZack, schools etc.) and ensures that end-of-life components are entrusted to the appropriate recycling channels.

3.3. Pollution and waste management

Particular attention is also paid to encouraging recycling and good waste management. In this respect, Group employees have a number of solutions at their disposal:

- selective sorting bins (batteries, light bulbs, coffee capsules, small electronic and electrical appliances, cups, cans, plastic bottles, glass, pens and corks) are located in the common areas (coffee and photocopying areas). The company *Les Joyeux Recycleurs* collects the waste and donates 5 cents to the Ares Atelier social integration association (Paris, 18th arrondissement) for each kilogram of waste. In 2023, 269 kg of waste were collected,

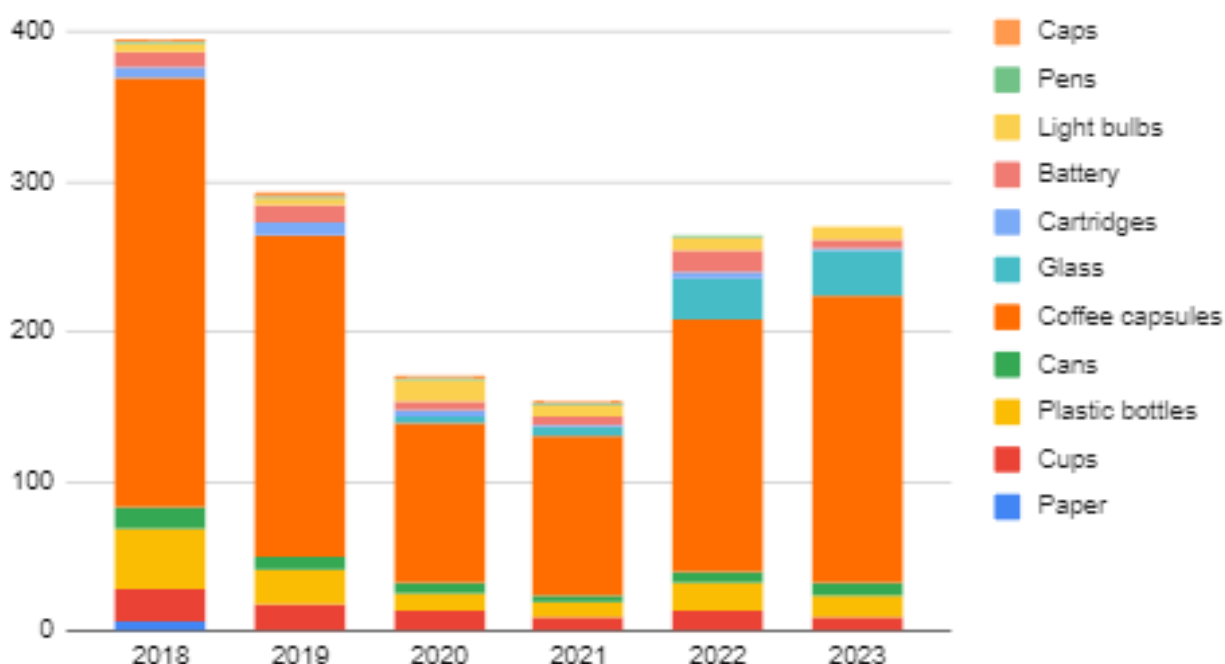
⁵⁵ The result for 2022 has been corrected (+2 tCO₂e) compared with the figure published in the previous annual report, following an update on home-work journeys

including 12791 coffee capsules (192 kg), 1492 cups (9 kg), 736 plastic bottles (15 kg), 50 corks (<1 kg), 268 cans (8 kg), 77 glass bottles (31 kg), 1 cartridge (1 kg). *Les Joyeux Recycleurs* then recycles the waste, transforming coffee capsules into aluminium cans & scooters, coffee grounds into compost, and cups into hangers or garden benches, etc. In addition to waste management in the strict sense of the term, this detailed waste monitoring enables targeted action to be taken;

- voluntary drop-off points are available to employees for hazardous waste such as batteries and light bulbs. In 2023, 258 batteries (5 kg) and 175 light bulbs (9 kg) were collected;
- cups and containers are made from biodegradable materials, and are only used for emergency purposes. Each employee is provided with a cup and water bottle (water fountains are available to limit the use of plastic bottles) made from sustainable materials;
- each desk is equipped with a paper/cardboard recycling garbage can;
- used toners are collected by the supplier for recycling.

For several years now, the Group has had a detailed view of the waste entrusted to the appropriate recycling channels, particularly at its Paris premises (where 91% of its employees are based), thanks to its partnership with *Les Joyeux Recycleurs*. However, it is not currently possible to monitor paper and undifferentiated waste in the same way, as it is collected at building level.

Waste recycled (kg)



In 2020 and 2021, waste production fell, but this was due to lower office use as a result of the Covid crisis and the widespread use of teleworking. Comparison with 2018 and 2019 shows a downward trend in waste production, even when adjusted for the use of teleworking and the increase in headcount. Coffee capsules account for the largest share of waste generated, and ABC Arbitrage is currently looking into ways of reducing them. In addition, waste electrical and electronic equipment is subject to specific treatment (see previous paragraph).

Measures have been taken to prevent and reduce air emissions. In particular, the location of the company's premises in the city center or with good public transport links in Paris, Singapore and Dublin is not insignificant and enables employees to travel by bicycle or public transport. As a result, the commute travels of ABC arbitrage employees are largely carbon-free, since public transport, bicycles (electric or otherwise) and walking are used for almost 96% of the trips made. On the other hand, cars or thermal two-wheelers account for 37% of greenhouse gas emissions for this type of trip, even though they account for only around 4% of kilometres travelled.

ABC arbitrage is keen to encourage environmentally-friendly transport and provides its employees with bicycle parking facilities. As part of this drive to promote "green" transport, in 2023 ABC arbitrage set up a "Sustainable Mobility" package and modernised its parking lot to accommodate more bicycles. Over 27% of journeys to the office are now made by eco-friendly transport (around 10% by bicycle alone).

Group employees are made aware of environmental risks and are encouraged to group their appointments together to limit business travel, to give preference to rail over air, and to use technological means (video or audio-conferencing) whenever possible.

3.4. Energy sobriety

In 2022, ABC arbitrage signed the Ecowatt charter, the electricity weather forecast developed by the French electricity transmission system operator (RTE) and the French Agency for the Environment and Energy Management (ADEME), to take concrete action in favor of security of supply in France and thus reduce the risk of power cuts during the winter.

By signing the Ecowatt Charter, the Group has committed itself to reducing its energy consumption, and has worked on scenarios adapted to different alert levels. In the event of an orange or red alert, the Group has prepared to react quickly to reduce consumption even further and to relay the alert.

The Group has limited electricity consumption in its offices since the French subsidiaries moved into the Centorial building (early 2010). Outside programming hours (corresponding to business needs), manual intervention is required to activate one hour's lighting, to be renewed each time, thus complying with legal obligations regarding the lighting of premises for professional use.

Nevertheless, in 2023, ABC arbitrage Group analysed its electricity consumption in light of the devices it uses, in order to identify possible sources of energy savings. It has implemented a number of measures to reduce consumption in its Paris offices (where 91% of its workforce is concentrated), including the elimination of small individual heaters, lowering the set temperature to 19 degrees in Paris offices, efforts on air conditioning, automatic switching off of lights at 8pm, etc. The electricity consumption of the premises has been reduced from around 108,000 kWh in 2022 to almost 91,000 kWh in 2023.

This analysis and search for energy savings will continue in 2024 and the concrete impact of these commitments on energy consumption will be measured and monitored over time.

3.5. Sustainable use of resources

Due to the nature of its business, ABC arbitrage Group's consumption of resources is limited to :

- Electricity consumption (see previous point).
- Consumption of paper and printing equipment, on which the Group is making constant efforts: processes are largely digitalized, significantly reducing the need for paper printouts. The very limited printer fleet (two printers shared by all employees) uses recycled paper. The digitization of our financial reports is also part of this dynamic, as are the holding of our Board of Directors' meetings, the e-consent campaign and the use of the Votaccess portal to prepare the Annual General Meeting.
- Finally, water consumption is minimal and is included in the rent. As a result, no detailed information on our water consumption is produced.

3.6. Awareness rising

Several initiatives to raise awareness of environmental and social issues were carried out in 2023:

- an internal ESG newsletter is regularly sent to all employees. It covers key developments on CSR and ESG issues, both internally and externally;
- the calculation of ABC arbitrage's carbon footprint for the year 2022 was the subject of a workshop with Carbone 4 in order to identify the most impacting emission items and further refine the calculation method. Actions have been launched on this basis for 2023;
- awareness-raising operations around World Down's Day (March 21, wearing of mismatched socks by volunteers to raise awareness of differences in society), Earth Day (April 22, communication around the overview effect), Women's Rights Day (March 8, ABC arbitrage communication around the jobs held by women in the Group), etc.;
- relaying the initiatives of Centorial, where our Paris offices are located: toy collection, etc.
- redistribution of unsold products from Parisian stores, to avoid destroying products and raise awareness of food waste and the actions of *Entraides Citoyennes*, an association to which one of our employees belongs.
- after the Direction en 2022, participants in the CSR group took part in a Fresque du Climat workshop, led by two ABC arbitrage employees, bringing the ratio of employees who took part in the Fresque du Climat to almost a quarter of all Group employees;
- e-mails reminding employees of best practices (switching off computer screens and office lights in the evening, limiting paper printing, encouraging recycling, etc.) are regularly sent out.

✓ Extensive Carbon footprint of operations covering scopes 1, 2 and 3
 ✓ Updated every year
 ✓ Lever to identify the most impactful actions (ex: IT)

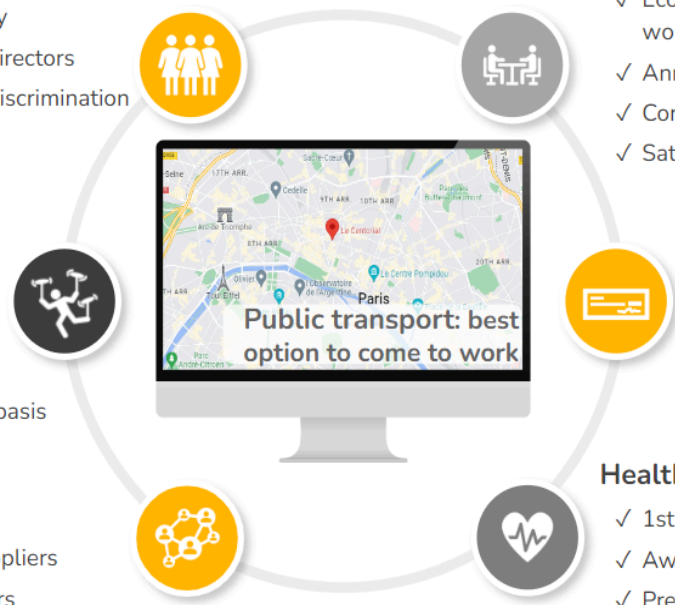
Carbon footprint

✓ Reminders about good environmental practices based on indicators
 ✓ Maximum use of new technologies, train, business meetings grouped, etc.
 ✓ Serious game (Ma Petite Planète)

Internal communication

Sustainable use of resources
 Energy saving plan, in partnership with ecowatt (French TSO)
 Environmental criteria for data center
 Automatic setting of printers
 Processes digitized

4. A quick peek



Diversity and Inclusion Policy

- ✓ Action Plan for equity, incl. equal pay
- ✓ Gender equity within the Board of Directors
- ✓ Hiring Policy free from any form of discrimination
- ✓ Training : core business & soft skills
- ✓ Internal alert procedure

Social dialogue

- ✓ Economic and Social Committee + CSR working group and task forces
- ✓ Annual & regular professional interviews
- ✓ Corporate life & integration
- ✓ Satisfaction surveys

Work and personal life balance

- ✓ Part-time possible
- ✓ Flexibility in working hours
- ✓ Parental Leave Policy, childcare facilities
- ✓ Possibility of remote working on a regular basis

Sponsorship Actions

- ✓ Maisons des Jeunes Talents & basis.point: educational programmes to disadvantaged youths
- ✓ Sport / art: Jean-Pierre Dick, Young Multi Talented of ABC arbitrage (Charlotte Liautier, Adrien Pendaries, Charly Quivront, Mathieu Latour) & French artists

Other stakeholders

- ✓ Subcontracting and suppliers
- ✓ Shareholders & investors
- ✓ Local, economic and social impact of our business
- ✓ Privacy & Data Security

Health

- ✓ 1st aid training, fire-fighting, evacuation, etc.
- ✓ Awareness: incentives for healthy food, sport
- ✓ Prevention of violence & harassment
- ✓ Voluntary vaccination campaigns
- ✓ 100% of the basic cost of top-up health plan covered

ABC arbitrage asset management, as a management company, is a signatory of the United Nations initiative for the promotion and implementation of principles for responsible investment ((UNPRI, [UN-supported Principles for Responsible Investment](#)).

ABC arbitrage signed the Ecowatt Charter. The group has thus committed to reducing its energy consumption and has worked to develop responses adapted to the different levels of alert.

ABC arbitrage is certified Great Place to Work !
 Find more information on our commitments on the dedicated page of our website: "[Our coups de coeur](#)"! The charters and codes of ethics, as well as the details of the professional equality index are also available [on our website](#)!



✓ Recycling points
 ✓ Monitoring: Les Joyeux recycleurs
 ✓ Cups, containers, etc.
 ✓ Outlet for used computer equipment

Waste management

ABC ARBITRAGE

s'engage avec **écowatt** pour réduire les risques de coupure d'électricité

[monecowatt.fr](#)

un service de

5. Data table⁶

5.1. Social indicators

Indicator	Unit	Scope	2023	2022
Workforce				
Total headcount (31/12) ⁷	persons	Entire Group	103	100
Average headcount	persons	Entire Group	102	95
Number of nationalities	number	Entire Group	14	14
Distribution of workforce by age groups				
Less than 30 years old	%	Entire Group	22 %	28 %
30 - 39 years old	%	Entire Group	48 %	48 %
40 - 49 years old	%	Entire Group	23 %	21 %
> 50 years old	%	Entire Group	7 %	3 %
Average age of permanent employees	years old	Entire Group	36	35
Distribution of workforce by location				
Paris	%	FRANCE	91 %	92 %
Dublin	%	IRELAND ⁸	3%	3 %
Singapore	%	SINGAPORE ⁹	6 %	5 %
Distribution of workforce by seniority				
0 - 2 years	%	Entire Group	29 %	29 %

⁶ Indicators are calculated for the entire Group. When data is not available, they are most of the time calculated for the French companies only (91% of the workforce).

⁷ Total headcount includes permanent employees, apprentice ('Other employees') and executive officers.

⁸ Quartys Ltd based in Ireland.

⁹ ABC arbitrage Asset Management Asia Pte Ltd based in Singapore.

Indicator	Unit	Scope	2023	2022
2 - 6 years	%	Entire Group	25 %	25 %
6 - 10 years	%	Entire Group	13 %	13 %
> 10 years	%	Entire Group	33 %	33 %
Average length of stay	years	Entire Group	8,5	8

Distribution of workforce by origin

Impossibility of collecting data on racial or ethnic origin in France

Information on contractual relationships

Types of contracts

Permanent contract (31/12)	total number of employees	Entire Group	97	93
Permanent contract (31/12)	% of workforce	Entire Group	94 %	93 %
Agents (31/12)	total number of agents	Entire Group	4	5
Agents (31/12)	% of workforce	Entire Group	4 %	5 %
Interns (31/12)	total number of interns	Entire Group	0	0
Interns (31/12)	% of workforce	Entire Group	0 %	0 %
Apprentices (31/12)	total number of apprentices	Entire Group	2	2
Apprentices (31/12)	% of workforce	Entire Group	2 %	2 %
Short-term internships	number during the year	Entire Group	1	1
Pre-employment internships	number during the year	Entire Group	3	1
Rate of conversion of pre-employment internships into permanent contracts	%	Entire Group	33,3 %	100 %

Turnover

Permanent contracts recruitment	number	Entire Group	15	18
Resignations received	number	Entire Group	5	3

Indicator	Unit	Scope	2023	2022
Contractually agreed terminations	number	Entire Group	2	1
Dismissals	number	Entire Group	1	0
Other contract terminations ¹⁰	number	Entire Group	5	4
Turnover (excluding internship and transfer)	%	Entire Group	13,8 %	15,9 %
Involuntary turnover	%	Entire Group	4,1 %	3,4 %
Voluntary turnover	%	Entire Group	5,1 %	2,3 %

Information on remote working and work organization

Remote working agreement	/	Entire Group	yes	yes
Number of days of remote working	days / month	FRANCE	12	12
Number of average of days remote working	days / year / employee	FRANCE	83	67
Average % of teleworking / person	%	FRANCE	38 %	not available
Flexible working hours	/	Entire Group	yes	yes
Part-time	number of employees	Entire Group	3	3

Information on trainings

Hours spent in training	hours	FRANCE	466	not available
Number of trainings offered	number	FRANCE	19	not available
Percentage of employees who have benefited from training	%	FRANCE	58 %	33 %
Training expenses (cost, excluding salary & conferences)	€ / Average headcount	FRANCE	496	422
Number of hours of annual training	hours / year / employee	FRANCE	5	not available

¹⁰ Other contract terminations correspond to trial period terminations

Indicator	Unit	Scope	2023	2022
/ employee				
Number of hours of annual training / man	hours / year / employee	FRANCE	4,3	not available
Number of hours of annual training / woman	hours / year / employee	FRANCE	7,4	not available
Number of employees who have followed a diploma or certification course	number of employees	FRANCE	2	not available
Health & safety team	number of employees	FRANCE	11	not available
Health & safety trainings	number of employees	FRANCE	29	not available

Information on absences

Absenteeism ¹¹	%	FRANCE	0,7 %	0,8 %
Average duration of an absence	days	FRANCE	1,95	2,9
Employees entitled to family leave	% of workforce	FRANCE	100 %	100 %
Employees who have taken family leave	% of workforce	FRANCE	38,7 %	not available
Employees who have taken family leave	% of men	FRANCE	42 %	not available
Employees who have taken family leave	% of women	FRANCE	27 %	not available

Information on gender equality and fight against discrimination

Women in workforce	% of workforce	Entire Group	24 %	25 %
Women among apprentices	%	Entire Group	50 %	not available
Women among executive members	%	Entire Group	14 %	12,5 %

¹¹ Total number of days' absence (including maternity leave) divided by the total number of theoretical working days

Indicator	Unit	Scope	2023	2022
Women among managers	%	Entire Group	50 %	40 %
Women among Board members	%	ABC arbitrage	40 %	60 %
Employees that benefited from full paid maternity or paternity leave	number of employees	Entire Group	6	not available
Total number of reported incidents of discrimination	number	Entire Group	0	0

Information on social rights and benefits

Labor relations				
Collective agreements	% of workforce	FRANCE	100 %	100 %
Worker representations	% of workforce	FRANCE	100 %	100 %
Regular performance appraisals and feedback processes	% of workforce	Entire Group	100 %	100 %
Whistleblower Protection	% of workforce	Entire Group	100 %	100 %
Health & Safety				
Health and safety management system	% of workforce	Entire Group	100 %	100 %
Basic mutual insurance package	% paid by company	FRANCE	100 %	100 %
Voluntary flu vaccination	% of workforce	FRANCE	36 %	33 %
Accidents at work	number	Entire Group	0	0
Occupational diseases	number	Entire Group	0	0
Non-salary benefits and employee satisfaction				
Scope of employees eligible for on-salary benefits	% of workforce	Entire Group	100 %	100 %
Childcare ("crèches") possible	% of workforce	FRANCE	100 %	100 %

Indicator	Unit	Scope	2023	2022
Great Place to Work (GPTW) certification	Yes / No	Entire Group	Yes	Yes
Employees who believe that new employees are well welcomed (source : GPTW)	% of respondents	FRANCE	100 %	not available
Employees who believe that it is a really good company to work for (source : GPTW)	% of respondents	FRANCE	99 %	not available
Employees who think that the premises and equipment contribute to creating a pleasant working environment (source : GPTW)	% of respondents	FRANCE	93 %	not available
Employees who think that a lot of responsibility is given to employees (source : GPTW)	% of respondents	FRANCE	96 %	not available
Employees who consider that the safety conditions are met (source : GPTW)	% of respondents	FRANCE	100 %	not available
Employees who believe that the work environment is healthy (source : GPTW)	% of respondents	FRANCE	97 %	not available
Overall Glassdoor rating	rating	FRANCE	4,9 / 5 (average sector 3,7 / 5)	not available
Overall Indeed rating	rating	FRANCE	4,2 / 5	not available

5.2. Environmental indicators

Indicator	Unit	Scope	2023	2022
Information on carbon footprint				
Carbon footprint scope 1	tCO ₂ e	Entire Group	0	0
Carbon footprint scope 2	tCO ₂ e	Entire Group	198	177
Carbon footprint scope 3	tCO ₂ e	Entire Group	304	355
Carbon footprint scope 1,2 et 3	tCO ₂ e	Entire Group	503	532
GHG Emissions Intensity	kgCO ₂ e / k€ ¹²	Entire Group	12,8	8,7
GHG Emissions Intensity	kgCO ₂ e / ETP moyen	Entire Group	4 931	5 600
GHG Emissions Intensity	tCO ₂ e / EVIC ¹³	Entire Group	1,73	1,36
EVIC	m€	Entire Group	291	390
Scope 3 GHG emissions categories included in the carbon footprint	GHG Protocol categories	Entire Group	3-1 Purchased goods and services 3-2 Capital goods 3-3 Fuel and energy-related activities (not included in scope 1 or scope 2) 3-5 Waste generated in operations 3-6 Business travel 3-7 Employee commuting	3-1 Purchased goods and services 3-2 Capital goods 3-3 Fuel and energy-related activities (not included in scope 1 or scope 2) 3-5 Waste generated in operations 3-6 Business travel 3-7 Employee commuting

¹² Calculated as: kgCO₂/produit d'activité courante

¹³ EVIC is the sum, at fiscal year-end, of the market capitalisation of ordinary shares, the market capitalization of preferred shares, and the book value of total debt and non-controlling interests, without the deduction of cash or cash equivalents.

Indicator	Unit	Scope	2023	2022
Scope 3 GHG emissions categories excluded from the carbon footprint	GHG Protocol categories	Entire Group	3-4 Upstream transportation and distribution (not applicable) 3-8 Upstream leased assets (not applicable) 3-9 Downstream transportation and distribution (not applicable) 3-10 Processing of sold products (not applicable) 3-11 Use of sold products (not applicable) 3-12 End-of-life treatment of sold products (not applicable) 3-13 Downstream leased assets (not applicable) 3-14 Franchises (not applicable) 3-15 Investments (on-going analysis)	3-4 Upstream transportation and distribution (not applicable) 3-8 Upstream leased assets (not applicable) 3-9 Downstream transportation and distribution (not applicable) 3-10 Processing of sold products (not applicable) 3-11 Use of sold products (not applicable) 3-12 End-of-life treatment of sold products (not applicable) 3-13 Downstream leased assets (not applicable) 3-14 Franchises (not applicable) 3-15 Investments (on-going analysis)
Split by types of emission				
Energy	tCO ₂ e	Entire Group	254	231
Procurement	tCO ₂ e	Entire Group	152	189
Fixed assets	tCO ₂ e	Entire Group	53	49
Business travel	tCO ₂ e	Entire Group	35	45
Staff commute	tCO ₂ e	Entire Group	9	17
Waste	tCO ₂ e	Entire Group	1	1
Information on waste management				
All waste recycled	kg	FRANCE	269	264
Recycled cups	kg	FRANCE	9	14
Recycled plastic bottles	kg	FRANCE	15	18

Indicator	Unit	Scope	2023	2022
Recycled cans	kg	FRANCE	8	8
Recycled coffee capsules	kg	FRANCE	192	168
Recycled glass	kg	FRANCE	31	28
Recycled cartridges	kg	FRANCE	1	4
Recycled battery	kg	FRANCE	5	14
Recycled light bulbs	kg	FRANCE	9	9
Recycled pens	kg	FRANCE	0	1
Recycled caps	kg	FRANCE	0	1

Information on transports

Share of environmentally-friendly transport for staff commute	% of travelled km	Entire Group	27,3 %	not available
Share of public transport for staff commute	% of travelled km	Entire Group	68,6 %	not available
Share of individual thermal transport for staff commute	% of travelled km	Entire Group	4 %	not available

Information on energy consumption

Electricity consumption ¹⁴	kWh	Entire Group	1 026 483	1 059 213
Electricity consumption - office	kWh	FRANCE	91 539	108 020
Energy saving plan	Yes / No	FRANCE	Yes	Yes
Gas consumption	kWh	FRANCE	0	0
Total oil consumption	kWh	FRANCE	0	0

¹⁴ including *Data centers in hosting*

5.3. Governance indicators

Indicator	Unit	Scope	2023	2022
Information on Group governance				
Executive members	number	Entire Group	7	8
Managers	number	Entire Group	6	5
Independent Board members	% of Board members	Entire Group	40 %	60 %
Ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	ratio	FRANCE	5,7	not available
Participation in a workshop "Fresque du climat"	% of Directors and managers having participated in a workshop within 3 years	FRANCE	100 %	92 %
Known violations of legislative or regulatory provisions	number	Entire Group	0	0
Information on CSR governance				
FTEs dedicated to CSR/ESG issues	Full Time Equivalents (FTEs)	Entire Group	3	2
Board members at the CSR committee	% of Board members	Entire Group	100 %	N/A
number de réunions du groupe de travail RSE (+ task forces)	number	Entire Group	2 (7)	4 (not available)
Salariés dans les groupes RSE	% of workforce	Entire Group	13 %	not available
Program to increase workforce diversity & inclusion	Yes / No	Entire Group	Oui, supervisé par le Secrétaire Général	Oui, supervisé par le Secrétaire Général
Participation in a workshop "Fresque du climat"	% of workforce, including Directors et managers	Entire Group	23 %	12 %

Indicator	Unit	Scope	2023	2022
Information on participation in collaborative engagement				
UNPRI signatory	Yes / No	ABC arbitrage Asset Management	Yes	Yes
SBAI member	Yes / No	ABC arbitrage Asset Management	Yes	No
AFG member	Yes / No	ABC arbitrage Asset Management	Yes	Yes
Middlenext member	Yes / No	ABC arbitrage	Yes	Yes
Ecowatt Charter signatory	Yes / No	ABC arbitrage	Yes	Yes
Information on fight against corruption¹⁵				
Number of complaints filed by employees to express their concerns	number	Entire Group	0	0
Number of convictions, proven cases or legal proceedings for corruption	number	Entire Group	0	0
Number of proven cases of corruption resulting in the dismissal or punishment of workers	number	Entire Group	0	0
Number of contracts terminated or not renewed with partners due to corruption or bribery	number	Entire Group	0	0
Awareness-raising among employees	% of workforce	Entire Group	100 %	100 %
Information on confidentiality and data security				
Number of information Security Policies and Systems audits	number	Entire Group	365 external pen tests 52 internal pen tests 1 Pentest by an independent cybersecurity company	365 external pen tests 52 internal pen tests 1 Pentest by an independent cybersecurity company

¹⁵ ABC arbitrage Group does not fall within the scope of the Sapin II law (less than 500 employees and sales of less than 100 million euros) and is not subject to the obligation to implement procedures designed to prevent acts of corruption or influence peddling in accordance with the requirements of the French Anti-Corruption Agency. Some indicators relating to this theme are therefore not relevant for the Group, which nevertheless pays close attention to these issues.

Indicator	Unit	Scope	2023	2022
Scope of employee training on data security and/or privacy-related risks & procedures	number	Entire Group	3 phishing tests with 100% of employees/contractors	2 phishing tests with 100% of employees/contractors
Scope of safety standards followed	% of SI scope	Entire Group	100% - Follow-up on NIST NSA and ANSSI recommendations 100% - Follow-up on "Zero Trust Architecture" recommendations for the user workstation and network perimeters 30% - Follow-up on Zero Trust architecture recommendations for internal services	100% - Follow-up of NIST NSA and ANSSI recommendations