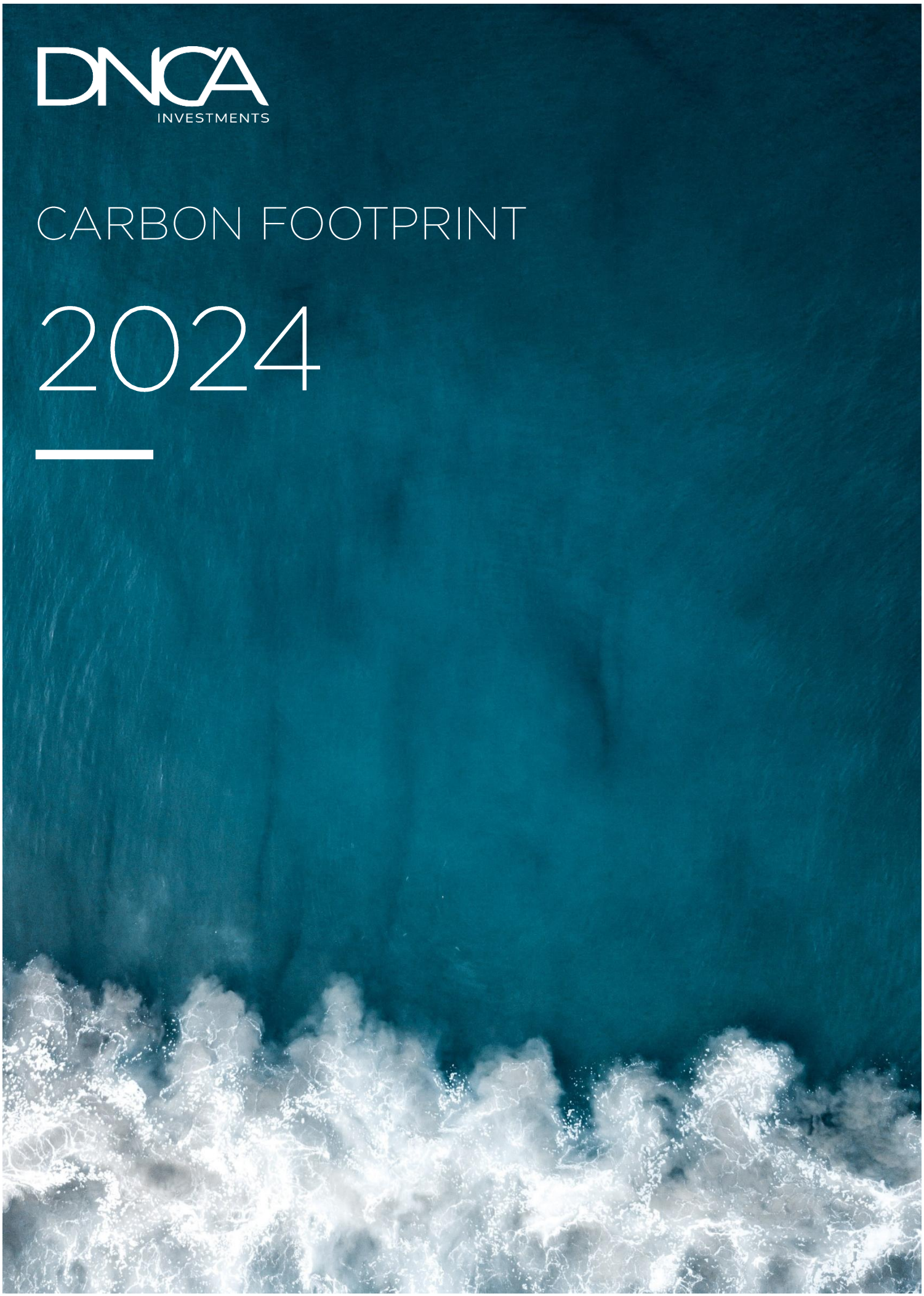
MAY 2025

DNCA INVESTMENTS

CARBON FOOTPRINT

2024



EDITORIAL

By Éric Franc, CEO of DNCA Finance

Although local regulatory requirements relating to the measurement of GHG emissions (French Environment Code) were not called into question in 2024, the year was disrupted by profound uncertainty about the future of European sustainability legislation. Thus, in line with the Draghi report aimed at restoring the competitiveness of European companies, the "Omnibus" directive project (ultimately adopted in April 2025) led to the simplification, easing and postponement of the main requirements of sustainability regulations (including the CSRD and CS3D). This, in turn, prompted many shareholders to adopt a wait-and-see approach, or even to backtrack, in terms of social responsibility.

This has obviously not affected DNCA Finance's trajectory in this area. We believe that integrating environmental and social issues into our business model is a necessary condition for long-term overall performance. This is reflected in our CSR strategy, which is organised around three areas, one of which, "Controlling the environmental impact of all our activities " *, is vital in view of the challenges of combating global warming. Our commitment to integrating climate issues covers our entire value chain, both downstream, through our natural investment activities, and upstream, through our commercial relationships with our partners and suppliers.

It is precisely on this latter point that we have focused our efforts in preparing this fourth Carbon Footprint Assessment. In 2024, we continued our efforts to consolidate our measurement of GHG emissions related to "purchases of goods and services" (category 1 of scope 3 of the GHG Protocol) by expanding the panel of service providers and suppliers from whom we collected the data necessary to assess our emissions. Readers will note that emissions linked to our purchases have fallen sharply, particularly as a result of using the new, lower emission factors published by ADEME in 2024. This initiative is part of the continuous improvement process we initiated in 2021, an important milestone of which was the adoption of the Partnership for Carbon Accounting Financials (PCAF) principles for assessing the emissions associated with our investments.

Having a relevant and reliable measure of our GHG emissions is essential to establishing our climate change mitigation and adaptation strategy, which is a key component of our environmental policy. Revised in 2024, this policy is based on the following four pillars:

- Compliance with major international standards on social responsibility (UN, OECD) regarding their "Environment" component;
- Contributing to the achievement of the Sustainable Development Goals (SDGs), in particular Goal 13: "Take urgent action to combat climate change and its impacts";
- Contributing to the energy, ecological and social transitions;
- Integrating sustainability issues, including climate risks, into risk analysis.

In this context, in 2021 we positioned ourselves as a player aligned with the Paris Agreement by publicly stating our commitment to achieving carbon neutrality across all our GHG emissions, including scope 3. Improvements to the carbon footprint measurement methodology (our investment activities naturally being the largest contributors) and the evolution of the "Transition Plan" included in this Greenhouse Gas Emissions Report are essential elements in serving our alignment objective, which we plan to further strengthen.

1 The other two pillars of the strategy are "Investing in the fulfilment of our employees, a key driver of DNCA Finance's growth" and "Contributing to the promotion of sustainable development in the asset management industry".

A. PRESENTATION OF THE SCOPE AND METHODOLOGY

1. Objectives and methodology

DNCA Finance is committed to continuously strengthen the scope and quality of the ESG services it provides to its clients. It is also determined to meet the highest standards in responding to new demands from its stakeholders in terms of ESG practices.

In this spirit, DNCA Finance seeks to establish itself as a driving force in the implementation of sustainable development principles in its operating methods.

In 2021, the asset management company decided to implement a rigorous and recognised method for accounting for its own GHG emissions through a Bilan Carbone® (carbon footprint assessment), as developed with ADEME (Agence de l'environnement et de la maîtrise de l'énergie) and the Association pour la transition Bas Carbone (Association for Low Carbon Transition), including the establishment of a GHG emissions reduction plan (transition plan).

Having decided to monitor its GHG emissions on an annual basis, DNCA Finance repeated the Bilan Carbone® exercise for the year 2024.

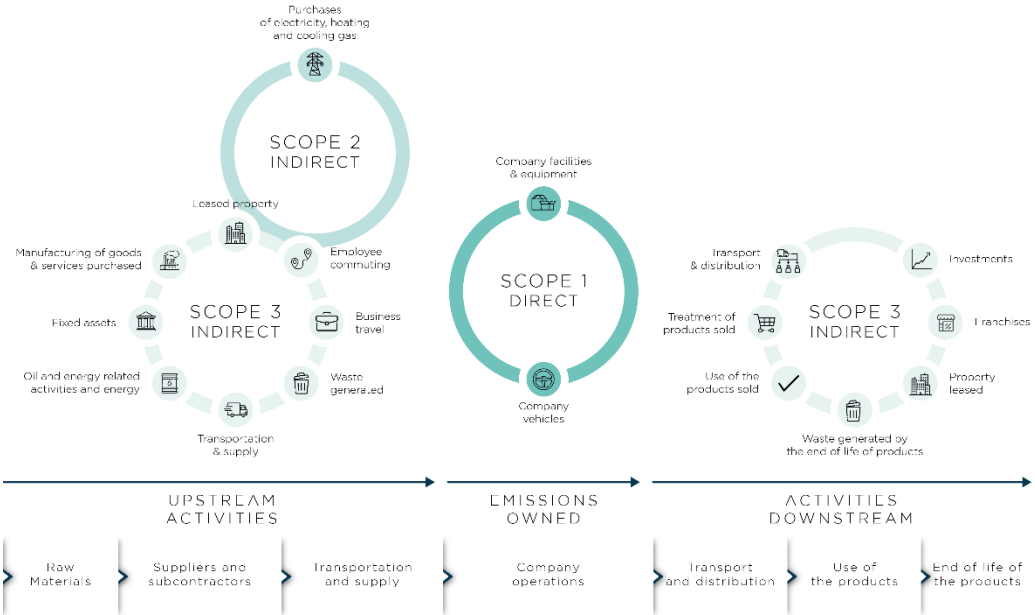
The report presents the various results obtained at the end of this Carbon Footprint assessment.

2. Scope

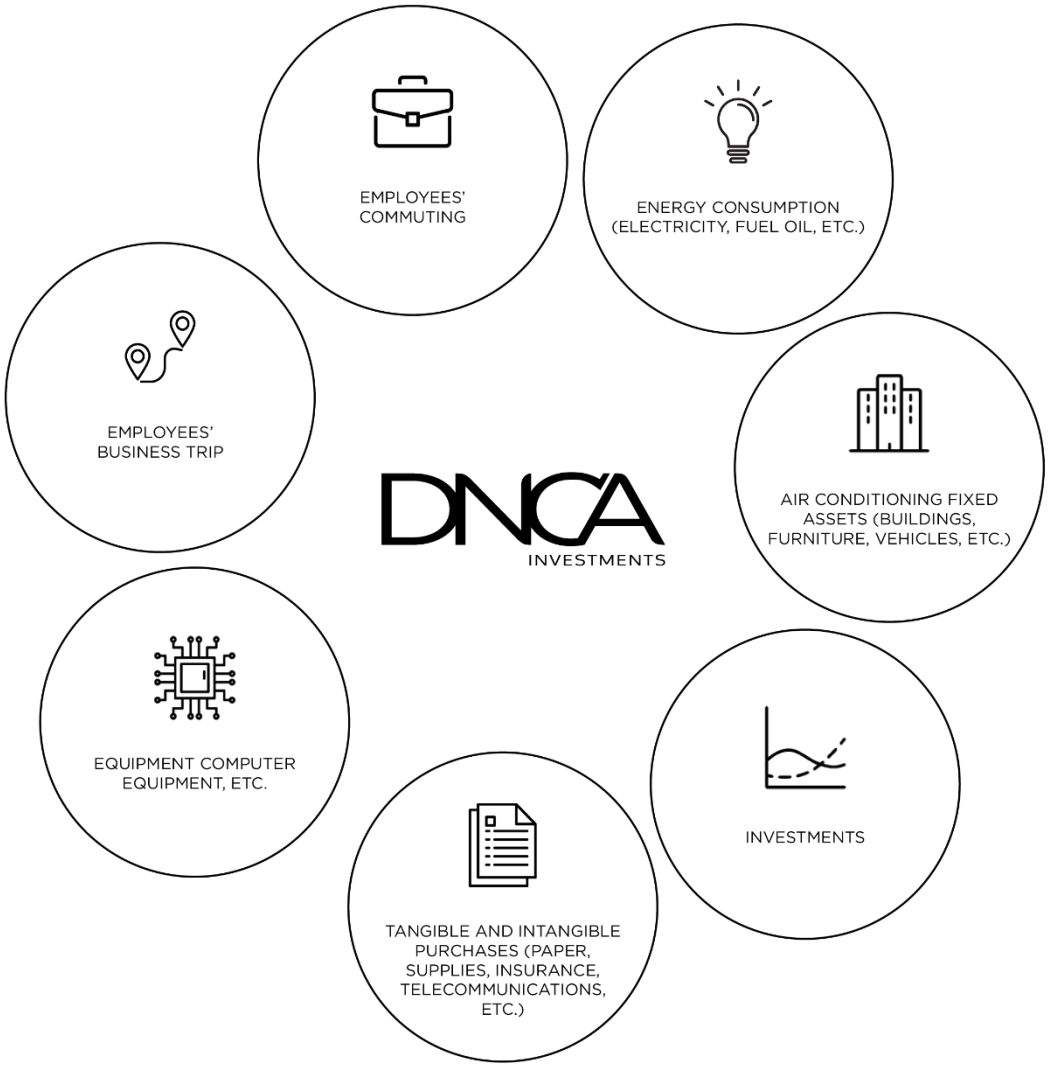
a. Reminder of the scope studied

When preparing a Greenhouse Gas Emissions Report (BEGES), GHG emissions can be calculated within an organisational scope defined by three categories of emissions known as "scopes":

- **Direct GHG emissions (or scope 1)**: Direct emissions from fixed or mobile installations located within the organisational scope, i.e. emissions from sources owned or controlled by the organisation
- **Indirect energy emissions (or scope 2)**: Indirect emissions associated with the production of electricity, heat or steam imported for the organisation's activities
- **Other indirect emissions (or scope 3)**: Other emissions indirectly produced by the organisation's activities that are not accounted for in scope 2 but are related to the value chain



Following on from the 2021, 2022 and 2023 Carbon Footprint Assessments, 2024 emissions were calculated across all scopes, as presented below:



Emissions related to DNCA Finance's investment activities have been considered. However, there is a significant difference in the order of magnitude between the emissions measured for this investment item and the other items (1,200 times). This is why this item is presented separately.

This decision is motivated by the desire not to obscure other emission items and to encourage the implementation of actions that enable the company to work on its low-carbon strategy in parallel with its investment activities.

Finally, regarding the time frame, the Bilan Carbone® (carbon footprint) methodology recommends using the time scale that most closely matches the organisation's activity. DNCA Finance's Bilan Carbone® has therefore been established for the 2024 calendar year.

b. Changes to the scope

As DNCA Finance has matured in terms of its GHG emissions, the scope of accounting has changed since the previous report, particularly regarding business travel by sales representatives.

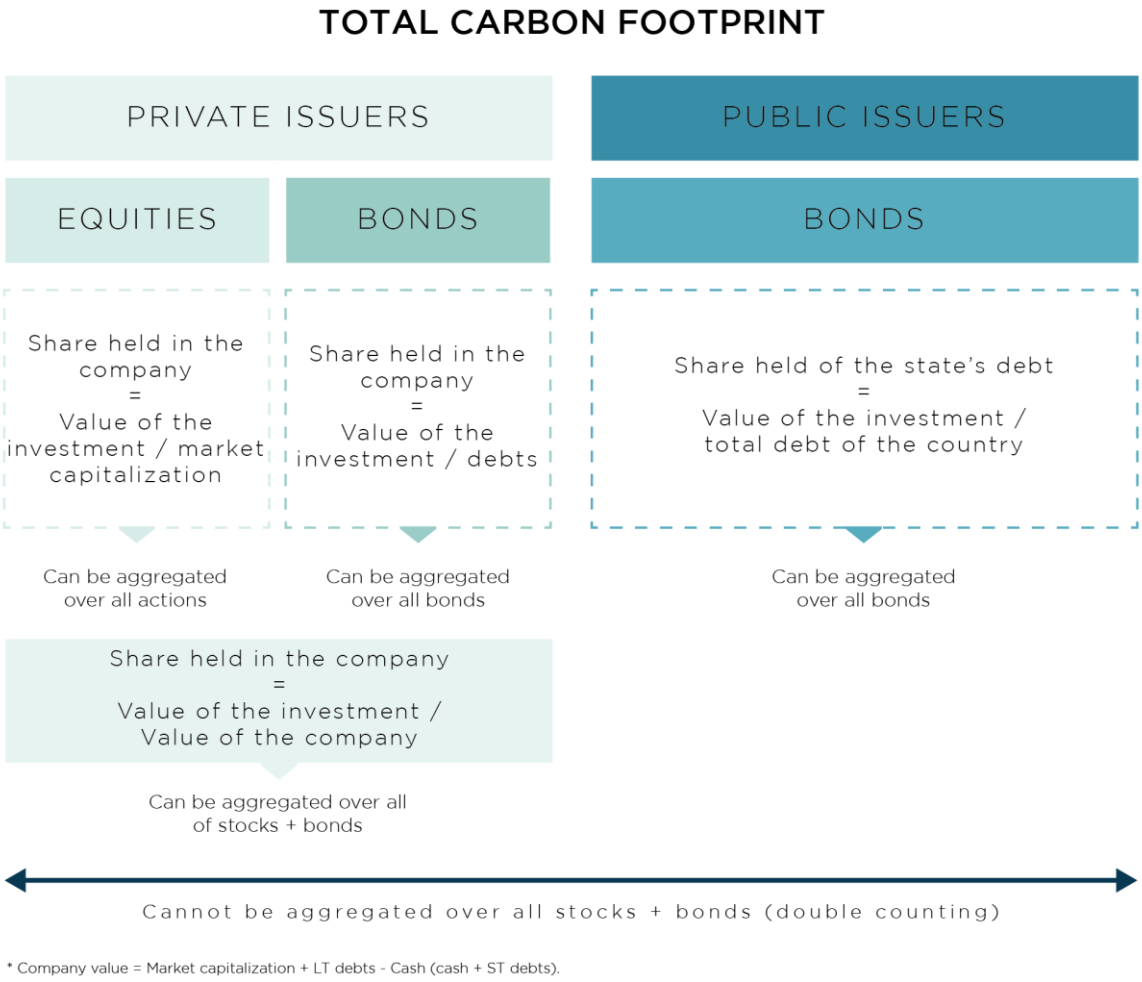
3. Investments

a. Methodology used

DNCA Finance is continuing its efforts on all metrics used to monitor and manage the GHG emissions of its investments. In 2021, these metrics only covered private issuers and were provided by CDP[4] . In 2022, the metrics also covered public issuers. This scope has been retained in this report. However, it should be noted that there was a change in data provider (MSCI) in 2023 for calculating private investment metrics.

In addition, the metrics used to measure emissions are in line with the latest PCAF recommendations[5], published in its standard on financed emissions in December 2022[6] . The method used to calculate investment-related emissions remains that of absolute emissions, the only metric that allows aggregation across different types of assets (equities/bonds) and different types of issuers (private/public).

The methodology for calculating this metric differs depending on the issuer, as shown in the diagram below:



In accordance with PCAF rules, the "enterprise value" (EV) metric presented in the 2021 report has been replaced for 2022 by the "enterprise value including cash" (EVIC) metric. This metric will be retained for 2023 and 2024.

[4] Carbon Disclosure Project
[5] Partnership for Carbon Accounting Financials
[6] *"Part 1 – Financed emissions"*, December 2022 (https://carbonaccountingfinancials.com/en/standard)

Furthermore, in 2022, it was decided to apply the following rules:

- For private issuers:
  - Measure GHG emissions from private investment activities (equities + bonds) using the "Investment value/Enterprise value including cash" ratio (to aggregate the values obtained for equities and bonds).
  - Limit the calculation of GHG emissions linked to private investments to Scope 1 + Scope 2 due to the heterogeneity of private issuers' Scope 3 emissions reporting practices.
- For public issuers:
  - Measure GHG emissions from public investment activities using the "Investment value / GDP adjusted for purchasing power"[7] ratio (to be able to aggregate them with emissions from private investment activities).[8]
  - Limit the calculation of GHG emissions related to the country's direct emissions (to reduce double counting and remain consistent with the use of Scopes 1 and 2 for private emitters).

These rules have also been retained for 2023 and 2024.

  - Measure GHG emissions from public investment activities using the "Investment value / GDP adjusted for purchasing power" ratio (in order to be able to aggregate them with emissions from private investment activities).
  - Limit the calculation of GHG emissions related to the country's direct emissions (to reduce double counting and remain consistent with the use of Scopes 1 and 2 for private emitters).

[7] Please note that this ratio, proposed by PCAF in December 2022, was approved by the GHG Protocol in Dember 2023.

[8] Please note that these emissions are not directly comparable; aggregation presents double counting issues, as some private sector emissions are included in public sector emissions.

b. Metrics used for calculation

The metrics used for the calculations are as follows:

METRICS	PRIVATE EMITTERS
GHG emissions	*Scope 1 GHG emissions (emissions generated by the company's production process) and Scope 2 emissions (emissions related to electricity consumption)* *Source: MSCI*
EVIC	*Enterprise value, including* cash (in millions of euros) Enterprise value including cash (in millions of euros) at the end of the last available fiscal year. Enterprise value including cash (EVIC) is an alternative measure to enterprise value (EV) for valuing a company by adding cash and cash equivalents to EV. Enterprise value is calculated as the total value of the company (market capitalisation of the company, preferred shares, minority interests, total debt) minus cash and cash equivalents. That is, EVIC = market capitalisation at the end of the financial year + preferred shares + minority interests + total debt. *Source: MSCI*

METRICS	PUBLIC ISSUERS
GHG emissions	*Production-based emissions (millions of TCO_2e) = Territorial emissions of a country, including land use, land use change and forestry, based on the PRIMAP dataset* Governments generally report their GHG emissions in accordance with international standards defined by the Intergovernmental Panel on Climate Change (IPCC) for national greenhouse gas inventories. This means that their carbon estimates and reporting are based on a territorial approach, measuring emissions on a "production" basis. This approach accounts all point source emissions generated (or sequestered) within their borders, regardless of the destination of the goods or services. As a result, a country can essentially export its emissions by creating products containing a significant amount of embedded carbon that must be processed in another country. In technical terms, this amounts to the sum of domestic consumption emissions (domestic emissions) and emissions embedded in exported goods and services (exported emissions). *Source: UNFCC*
Adjusted GDP	*PPP adjusted GDP* *GDP of states adjusted for purchasing power* *Source: World Bank*

Finally, while the data coverage allows for a calculation based on 100% of investments for public issuers, the same is not true for private issuers. For these issuers, a monetary emission factor was assigned when emissions had to be estimated:

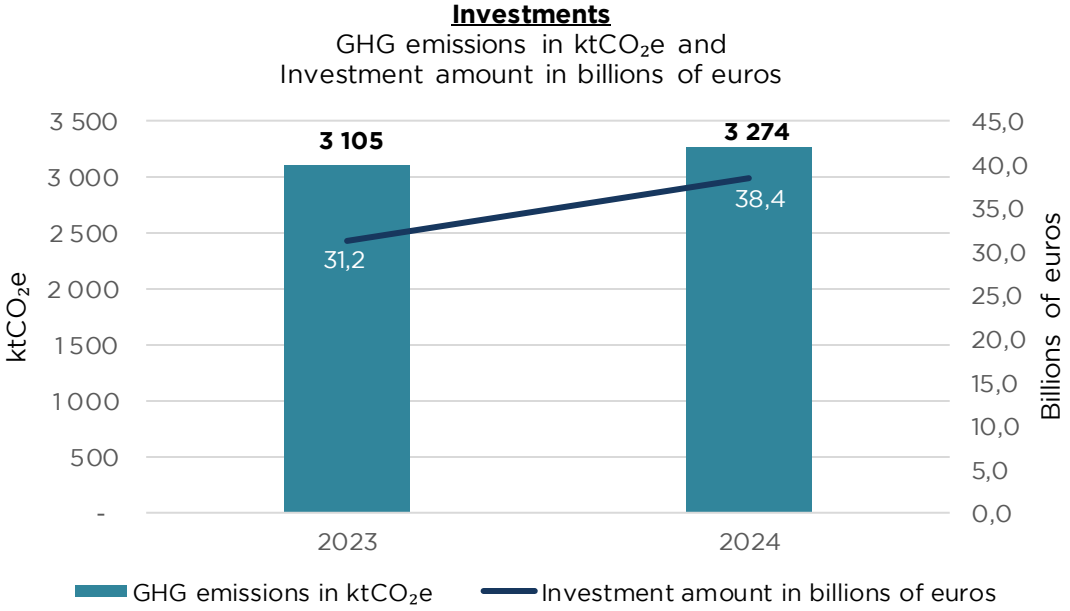
- Calculation of the monetary emission factor using the portion of investments for which GHG emissions are measured (total GHG emissions / amount of investments covered, in millions of euros)
- Application of the emission factor to the portion of investments for which GHG emissions are not available (emission factor x amount of investments not covered, in millions of euros)

B. DNCA FINANCE'S 2024 CARBON FOOTPRINT

1. Focus on the investment item – GHG emissions in $ktCO_2e$ in 2024

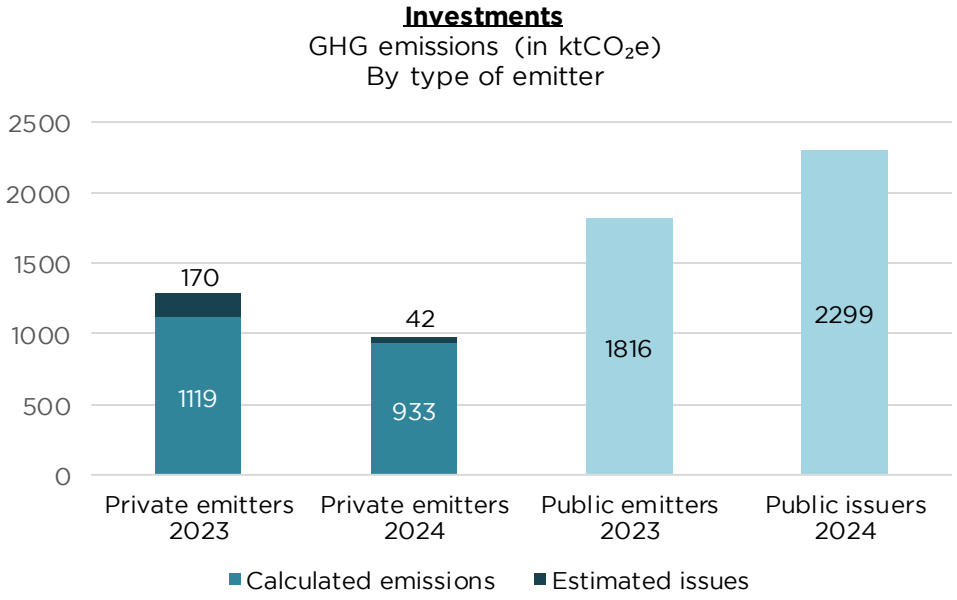
The investment item represents 3.27 million tonnes of CO_2e, or nearly 1,200 times the emissions of all other items combined. These emissions are linked to 30% private issuers and 70% public issuers.

Applying the methodology described above yields the following results:



GHG emissions from investments increased by 5% between 2023 and 2024, while the amounts invested increased by 23%. The carbon intensity of investments decreased by 14%: from 99.5 tCO_2e per million euro invested in 2023 to 85.5 tCO_2e per million euro invested in 2024.

Emissions are broken down as follows:



The table below shows the top five private investments contributing most to GHG emissions. These companies account for a total of 330,182 tCO_2e, or 34% of private investment emissions, for 5.4% of the amounts invested.

PRIVATE EMITTERS	GHG EMISSIONS (tCO_2e)	AMOUNT INVESTED (€)
Company 1	*122,395*	*€341,303,825*
Company 2	*78,522*	*€374,701,446*
Company 3	*55,660*	*€312,159,102*
Company 4	*37,784*	*€68,469,579*
Company 5	*35,820*	*€23,855,876*

This table shows the top five public investments that contribute most to GHG emissions. These emitters account for 1,657,122 tCO_2e, or 72% of public investment emissions, for 70.7% of the amounts invested.

PUBLIC EMITTERS	GHG EMISSIONS (tCO_2e)	AMOUNT INVESTED (€)
Country 1	*890,936*	*€4,105,516,338*
Country 2	*216,953*	*€838,652,620*
Country 3	*193,809*	*1,775,099,511*
Country 4	*178,750*	*€1,363,105,415*
Country 5	*176,674*	*€1,662,577,715*

The carbon footprint of private investments fell from 60 tCO_2e per million euros invested in 2023 to 47 tCO_2e per million euros invested in 2024, representing a 22% reduction in the carbon footprint of these investments.

Similarly, there has been a nearly 20% decrease in the carbon footprint of public investments (from 210 tCO_2e per million euro invested to 167 tCO_2e per million euro invested).

However, several reservations can be raised about the results presented:

- The calculations only consider scope 1 and 2. The absence of scope 3 artificially accentuates the gap between the highest-emitting companies (energy, chemical industry, etc.) and the lowest-emitting companies.
- The estimated emissions from private investments for which DNCA Finance does not yet have data are calculated by extrapolating the measurement for investments with a known footprint. There is no sectoral differentiation as recommended by the PCAF[9].

Recent changes in legislation (CSRD) and projects currently underway at DNCA Finance should make it possible to address some of these reservations in the coming years.

[9] The PCAF recommends breaking down investments by sector of activity and, within each sector, calculating the "carbon intensity" and applying it to the amount of uncovered investments. Our simplified methodology assumes that the sectoral structure of investments not covered by GHG emissions data is identical to that of covered investments.

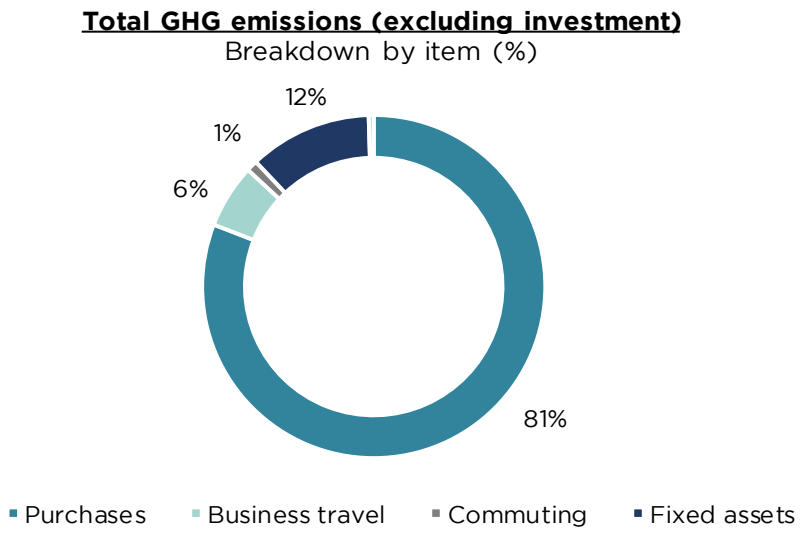
2. Balance sheet excluding investment activity

Greenhouse gas emissions linked to DNCA Finance's activities outside its investment activity are estimated at **2,669 tCO_2e** for the year 2024. This represents a 57% decrease compared to 2023.

This significant decrease is mainly due to the recent update of ADEME's emission factors, particularly for monetary ratios, which better reflect the carbon intensity of service purchases.

POSTE	MILAN	MILAN	LUXEMBOURG	TOTAL (in tCO_2e)	CHANGE 24/23
Purchases	2,152	0	7	2,159	*-63.6*
Fixed assets	253	30	26	309	*151.2%*
Travel	113	28	48	189	*71.3*
Energy	5	3	4	12	*-40.5%*
al total (in tCO_2e)	2,523	62	85	2,669	*-57.3*

The graph below illustrates the breakdown of GHG emissions excluding investments in 2024.



81% of total GHG emissions excluding investments are attributable **to Purchasing**, equivalent **to 2,159 tCO_2e**. However, the calculation methodologies used for Purchasing involve a high degree of uncertainty (50%). The relative percentages of the various items should be treated with caution.

Fixed assets are the second largest contributor to GHG emissions. They account for 12% of the total balance sheet, or **309 tCO_2e**.

The **Travel item** represents **189 tCO_2e**. The upward trend is due to an expansion of the scope considered, as detailed below.

Finally, the **Energy item** represents **12 tCO_2e**.

3. Details by item

The results are detailed below item by item and comparing the different sites with each other where relevant. The percentages indicated for the items described in this section are calculated excluding investment activities.

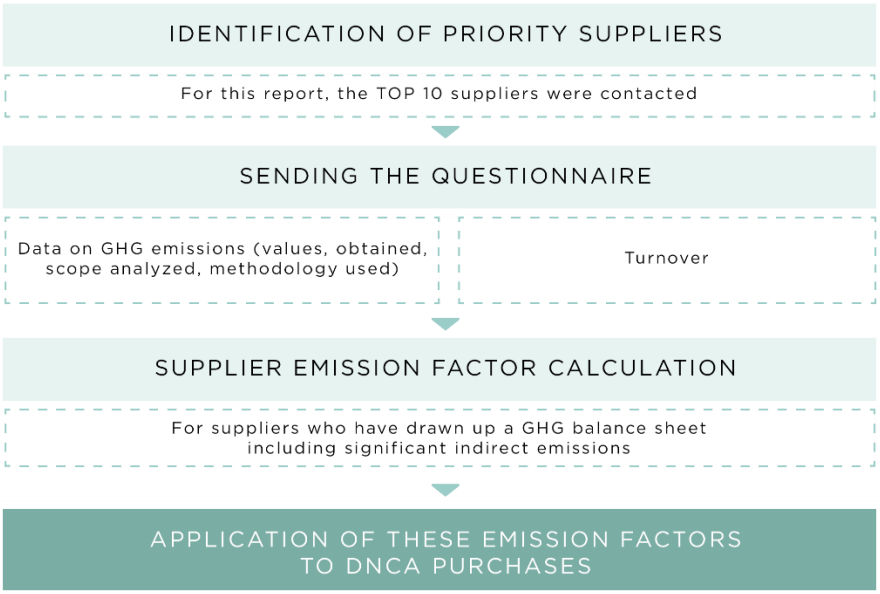
a. Purchasing

Purchasing is the largest item at DNCA Finance, accounting for 81% of GHG emissions in this report. As in previous years, due to a lack of physical data, this item was mainly analysed based on accounting entries. The accounting entries were grouped by sector of activity and matched with ADEME monetary ratios. As these ratios are generic, there remains a high degree of uncertainty associated with these estimates.

Continuous improvement of measurement

In order to continue improving measurement and, in the same way as in 2023, the methodology for collecting and calculating emissions from the largest DNCA suppliers was applied to the 15 main suppliers in 2024.

This improvement in measurement quality was achieved as follows:



The approach outlined above is not only intended to refine measurement, but also to help raise stakeholder awareness of carbon issues.

The results are as follows:

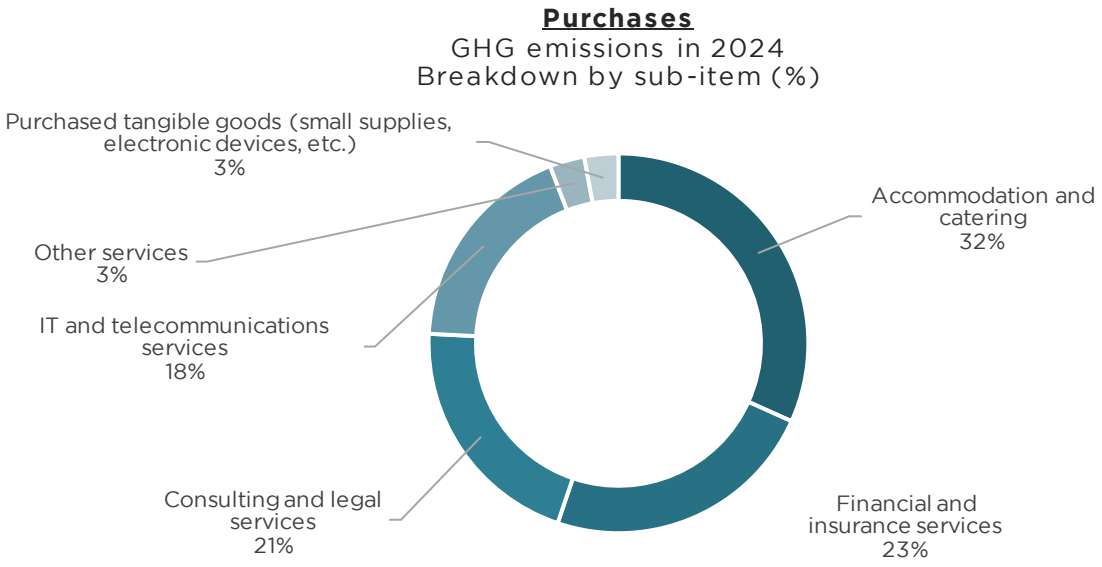
The participation rate for the supplier questionnaire is satisfactory, with an 80% response rate. These results are very encouraging and reinforce the work initiated in 2022. Unlike last year, all responses are usable (compared to 60% last year) thanks to improvements made to the questionnaire and greater maturity among suppliers.

Furthermore, the 12 suppliers who responded represent 27% of expenditure (compared to 17% in 2023).

For the €7.6 million analysed using supplier emission factors, we obtain 112 tCO_2e, compared to 627 tCO_2e of GHG emissions using monetary emission factors by sector of activity. This improvement encourages us to continue our efforts to identify the most pressing areas for action within this Purchasing item.

- Results for the Purchasing item

The **2,159 tCO_2e** for the Purchasing item are broken down as follows, across all sites, in 2024:



In descending order, the three sub-items with the highest emissions are as follows:

- **Category 1**: Accommodation and catering: 685 tCO_2e
- **Item 2**: Financial and insurance services: 506 tCO_2e
- **Item 3**: Consulting and legal services: 445 tCO_2e

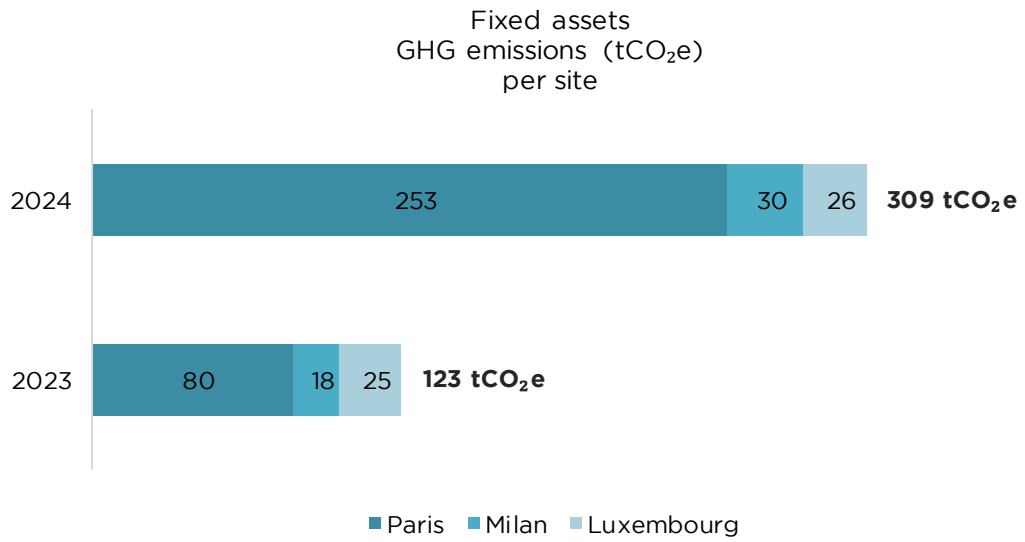
Emissions from the Purchasing item fell by 64% compared to 2023. Two factors explain this significant decrease:

- ADEME updated its monetary ratios (which dated from 2014). The emission factors for tertiary activities fell sharply, while still accounting for the majority of DNCA's expenditure.
- Improvements in the quality of responses from suppliers contacted have made it possible to refine the measurement of these emissions. As a result, 27% of emissions related to purchasing (all sites combined) are calculated using the carbon footprint of suppliers (compared to 17% last year).

b. Fixed assets

- Results for the Fixed assets item

The Fixed Assets item represents **309 tCO_2e**, or 12% of the total carbon footprint excluding investments, in 2024.



Emissions from fixed assets have more than doubled since 2023 (123 tCO_2e in 2023 vs. 309 in 2024) but remain lower than in 2022 (389 tCO_2e). This is partly due to the end of depreciation of IT equipment in 2023, which was purchased during Covid for the implementation of remote working. In 2024, new IT equipment was purchased, which explains the increase in emissions from this item for the Paris site.

Furthermore, renovations to the Paris premises are depreciated and are therefore not considered.

Emissions from fixed assets are calculated based on accounting depreciation in progress in 2024. These have been listed by category and sub-category and linked to the emission factors in the Empreinte database[10] .

This item is composed of three sub-items:

- **Buildings** characterised by DNCA Finance's premises and car park:
  - Buildings and car parks that have not been fully depreciated are taken into account. In accordance with this rule, given the age of the buildings, only car parks and fitting-out work have been included in the calculations.
- **Vehicules[11], machinery and furniture**:
  - The weight of the furniture was estimated based on the depreciation file;
  - Fixed assets relating to company vehicles are depreciated over the term of the leasing contract.
- **IT:**
  - Equipment was listed by category based on depreciation; depreciation periods were considered for all equipment;

[10] The ADEME (French Environment and Energy Management Agency) Footprint Database is the official public database of emission factors and inventory data sets required for carbon accounting exercises by organisations and environmental labelling of consumer products, services and projects.
[11] Company vehicles

- For equipment for which a physical emission factor exists in the "Footprint" database (desktop computers, laptops, photocopiers, etc.), we use the number of items of equipment still being depreciated to calculate the footprint; otherwise, a monetary factor has been applied for other equipment (smartphones, tablets, etc.).

  - Results by site

The breakdown of emissions by site and sub-item is as follows, in tCO_2e:

EMISSIONS FROM FIXED ASSETS	PARIS			MILAN			LUXEMBOURG		
	2023	**2024**	**24/23**	**2023**	**2024**	**%24/23**	**2023**	**2024**	**%24/23**
Buildings	*0.7*	*1.0*	*+43%*	*0.1*	*0.0*	*-100%*	*0.1*	*3.9*	*+3,800%*
Vehicles, machinery, furniture	*36.0*	*92.7*	*+157%*	*2.8*	*5.2*	*+86%*	*17.5*	*13.6*	*-22*
IT	*43.7*	*159.6*	*+265%*	*14.9*	*24.7*	*+66%*	*7.2*	*8.3*	*+17%*
al total (in tCO_2e)	*80.4*	*253.3*	*+215*	*17.8*	*30*	*+69%*	*24.8*	*25.8*	*+4*

Paris:

Emissions generated by the Paris site amount to **253 tCO_2e,** representing **82%** of the Fixed Assets category.

The breakdown of GHG emissions linked to fixed assets for Paris remains similar to that of 2023. The share of the Buildings sub-item has been slightly reduced due to less extensive renovation work in 2024.

Milan:

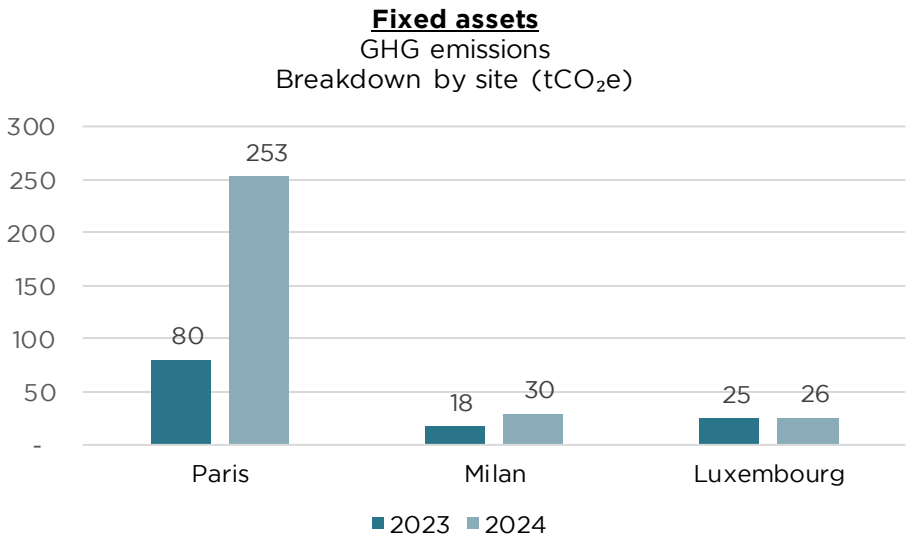
Emissions generated by the Milan site amount to **30 tCO_2e**, representing **10%** of the Fixed Assets item.

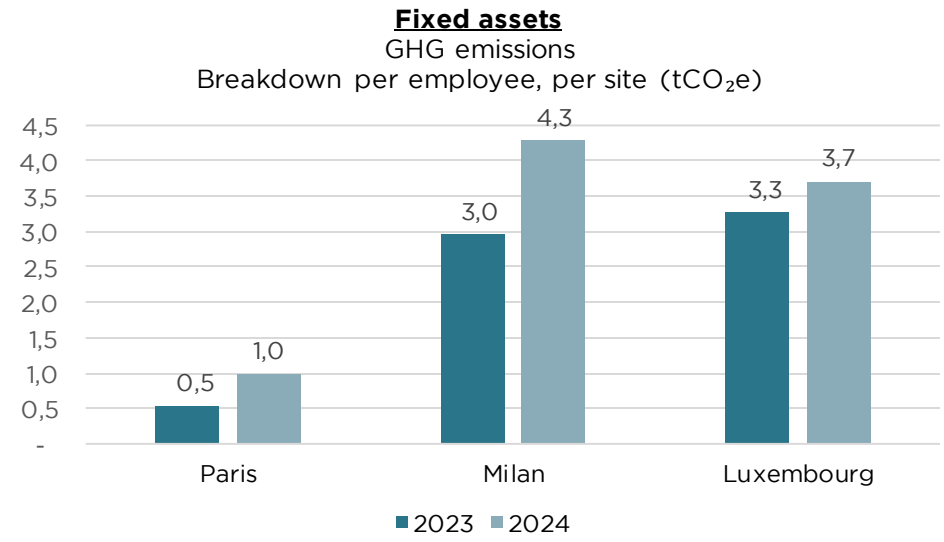
GHG emissions related to fixed assets remain stable in proportion for Milan; they have increased in value (from 18 tCO_2e in 2023 to 30 tCO_2e in 2024) due to purchases of IT equipment and company vehicles.

Luxembourg:

Emissions generated by the Luxembourg site amount to **26 tCO_2e**, representing **8%** of the Fixed Assets item.

GHG emissions linked to fixed assets in Luxembourg remained stable in value in 2024 compared to 2023 (26 tCO_2e). However, their distribution changed significantly due to an increase in emissions from the Buildings item (15% in 2024) as a result of refurbishment work.





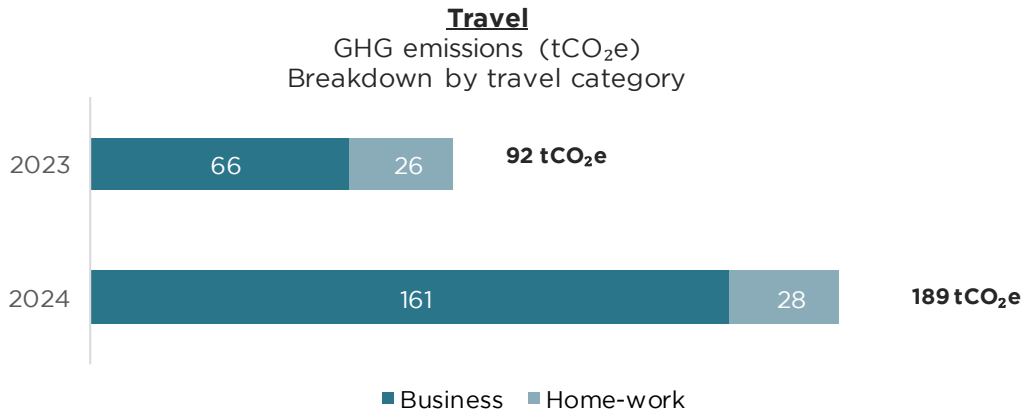
GHG emissions increased in 2024 compared to the previous financial year, mainly due to the end of depreciation of a large part of the IT equipment in Paris in 2023, which was renewed in 2024.

c. Travel

The Travel item represents **189 tCO_2e**, or **7%** of the total carbon footprint excluding investments.

As visitor travel is not included in this carbon footprint assessment due to the difficulty of collecting data and the low number of visitors, we distinguish between two types of travel:

- **Commuting,** which in 2024 represents **28 tCO_2e**, or **1%** of the total excluding investments.
- **Business travel**, which in 2024 represents **161 tCO_2e**, or **6%** of the total excluding investments.
- An additional level of analysis of business travel has been added this year, distinguishing between **sales travel** and **non-sales travel**.

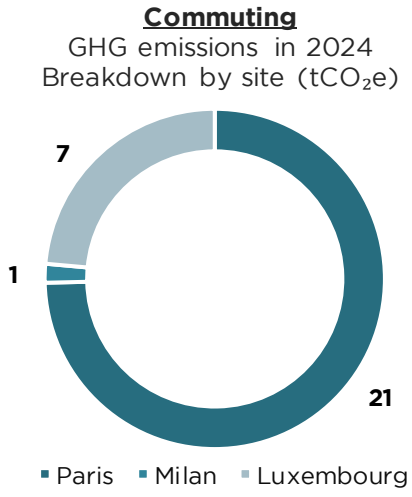


Compared to 2023, emissions related to travel have increased due to a rise in business travel, as sales representative travel, which was not previously considered, is now included.

- Home/work travel

Results for the Commuting category

In 2024, commuting for all employees generated a total of **28 tCO_2e**.



Since the 2022 financial year, to improve the reliability and accuracy of the measurement, data has been collected using a questionnaire on commuting between home and work, distributed to all DNCA

Finance employees. This enabled the collection of data such as the employee's monthly presence on site, the mode and type of transport used, and the distance travelled by mode of transport.

The questionnaire was well received by employees, with a response rate of 51%. This employee engagement has made it possible to refine the calculation of GHG emissions in this area and to better identify the impact of the measures currently being implemented. To take into account the commutes of the 49% of employees who did not respond to the questionnaire, the results have been extrapolated for each mode of transport.

- Results by site

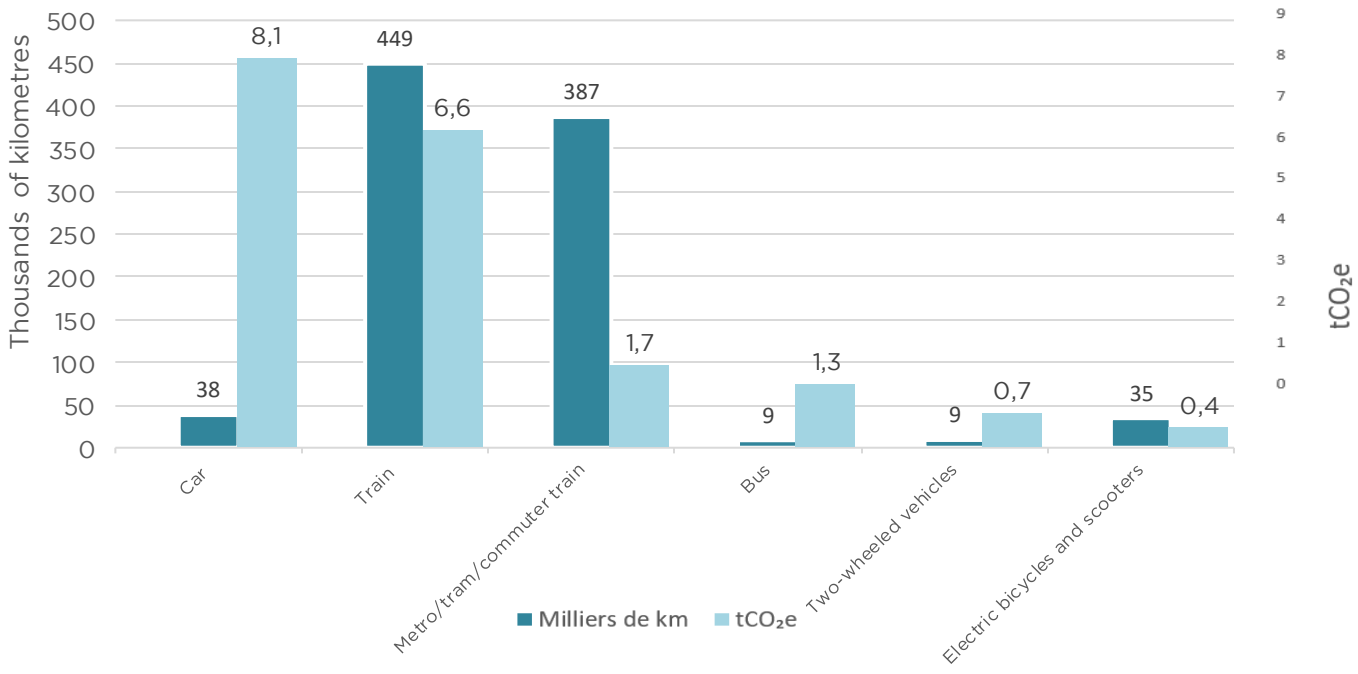
Paris

Commuting home/work	Distances in km			GHG emissions in tCO_2e		
	2023	**2024**	**%24/23**	**2023**	**2024**	**%24/23**
Car	*14,593*	*38,230*	*162*	*3.16*	*8.1*	*156*
Metro/tram/transilien	*279,614*	*386,872*	*38*	*1.12*	*1.7*	*52*
Bus	*16,969*	*8,752*	*-48*	*2.57*	*1.3*	*-49*
Motorised two-wheelers	*57,194*	*9,076*	*-84*	*4.5*	*0.7*	*-84*
Train	*217,079*	*449,280*	*107*	*5.87*	*6.6*	*12*
Electric bicycles and scooters	*300,481*	*34,600*	*-88*	*3.29*	*0.4*	*-88*
Total	***885,931***	***926,810***	***5***	***20.5***	***19***	***-8***
Per employee	*5,867*	*5,941*	*1*	*0.1*	*0.1*	*0*

The breakdown of distances travelled by mode of transport and associated GHG emissions is as follows:

Commuting distance

Distance travelled (thousands of kilometres) and GHG emissions (tCO_2e) by mode of transport



Cars now account for only 4% of DNCA employees' daily commutes. This result is the fruit of DNCA's sustainable mobility policies.

In 2023, DNCA Finance demonstrated its commitment to sustainability by introducing a "Sustainable Mobility Allowance" (FMD). This initiative follows on from discussions that began in 2021, when the company set itself the goal of exploring ways to reduce the environmental impact of its employees' commutes.

The FMD consists of an electronic wallet that allows employees to directly finance their mobility expenses for their commute to work, up to £505/year.

This amount covers:

- 100% of sustainable mobility costs: purchase, rental or repair of bicycles or electric scooters, single tickets for public transport, etc.
- 50% of public transport season tickets

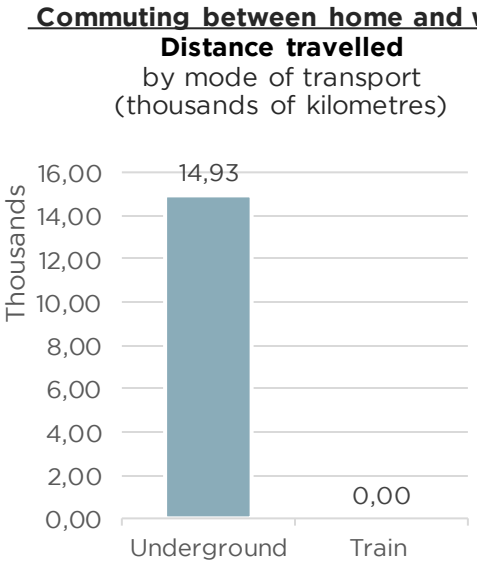
This achievement demonstrates DNCA Finance's ongoing commitment to sustainability and its desire to promote more responsible mobility practices.

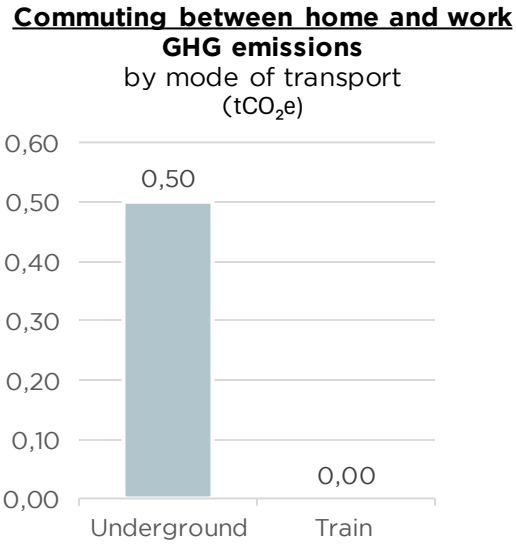
Milan

Milan employees have indicated that they will only be travelling by metro in 2024.

Commuting home/work	Distances in kilometres			GHG emissions in tCO_2e		
	2023	**2024**	**%24/23**	**2023**	**2024**	**%24/23**
Train	*84,000*	*-*	*-100%*	*2.7*	*-*	*-100%*
Metro	*52,173*	*14,933*	*-71%*	*0.2*	*0.5*	*137*
Total	***136,173***	***14,933***	***-89***	***2.9***	***0.5***	***-83***
Per employee	*22,696*	*2,133*	*-91*	*0.5*	*0.1*	*-79*

The breakdown of kilometres travelled by mode of transport is as follows:





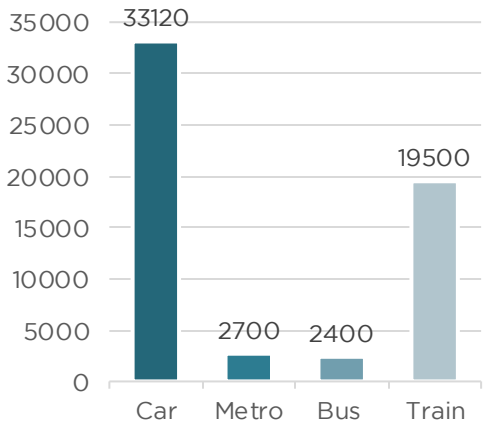
Luxembourg

Commuting home/work	Distances in kilometres			GHG emissions in tCO_2e		
	2023	**2024**	**%24/23**	**2023**	**2024**	**%24/23**
Car	*30,380*	*33,120*	*9*	*2.7*	*5.6*	*110*
Train	*31,564*	*19,500*	*-38*	*1.0*	*0.6*	*-40*
Metro	*1,973*	*2,700*	*37*	*0.0*	*0.0*	*150*
Buses	*1,527*	*2,400*	*57%*	*0.2*	*0.3*	*30*
Total	***65,444***	***57,720***	***-12***	***3.9***	***6.5***	***67***
Per employee	*9,349*	*8,245*	*-12*	*0.6*	*0.9*	*55*

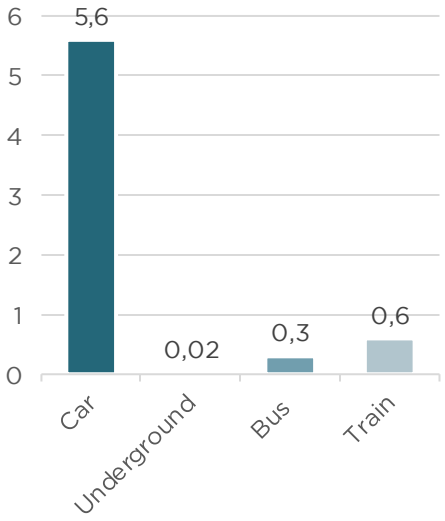
The results for the Milan and Luxembourg sites should be analysed with caution. Very few employees work at these two sites, so the data is based on responses to the questionnaire from only a few employees.

The breakdown of kilometres travelled by mode of transport is as follows:

Commuting between home and work
Distance travelled
by mode of transport
(thousands of kilometres)



Commuting between home and work
GHG emissions
by mode of transport (tCO_2e)



Unlike the other two sites, where public transport is the most common mode of transport, 57% of journeys are made by car, accounting for around 86% of GHG emissions.

- Business travel

Results for the Business travel category

CO_2 emissions linked to employees' business travel totalled **161 tCO_2e.**

Business travel	Paris (tCO_2e)			Luxembourg (tCO_2e)			Milan (tCO_2e)		
	2023	2024	%24/23	2023	2024	%24/23	2023	2024	%24/23
Non-business travel	*46.8*	*48.9*	*4*	*1.8*	*0.5*	*-72*	*-*	*-*	*-*
Sales representative travel	*N/A*	*43.1*	*N/A*	*N/A*	*41.1*	*N/A*	*16.9*	*27.8*	*64*
Total business travel	*46.8*	*92.0*	*97*	*1.8*	*41.6*	*2208%*	*16.9*	*27.8*	*64*

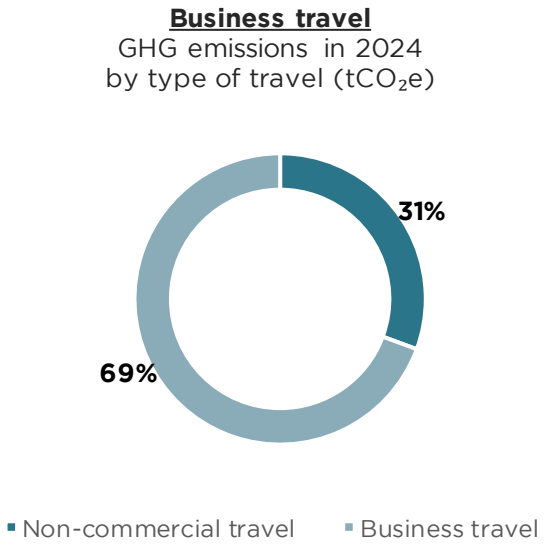
Business travel in 2024 increased significantly compared to 2023 (+146%). This is due to a change in the scope taken into account this year: business travel by sales representatives was included, whereas this was not the case in 2023.

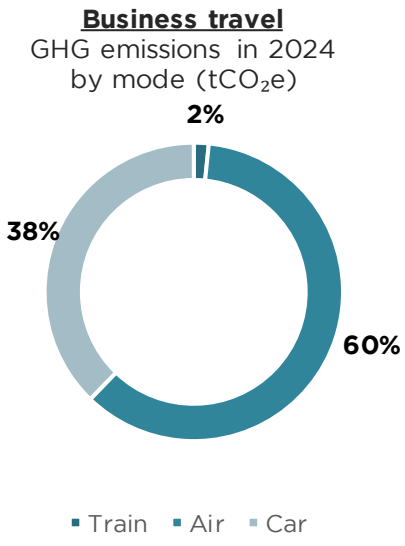
As the Milan site only has sales staff, the 2023 business travel data already included travel by sales representatives for this site.

Furthermore, sales staff travel data was collected using expense reports. It was not always possible to collect the corresponding physical data (kilometres travelled). Monetary ratios were therefore used.

In summary, the new data included in the scope are:

- Sales representatives' travel to Paris;
- Sales representatives' travel to Luxembourg;
- Sales representatives' travel by car to Milan. The data reported in 2023 for this site already concerned sales representatives (excluding car travel).

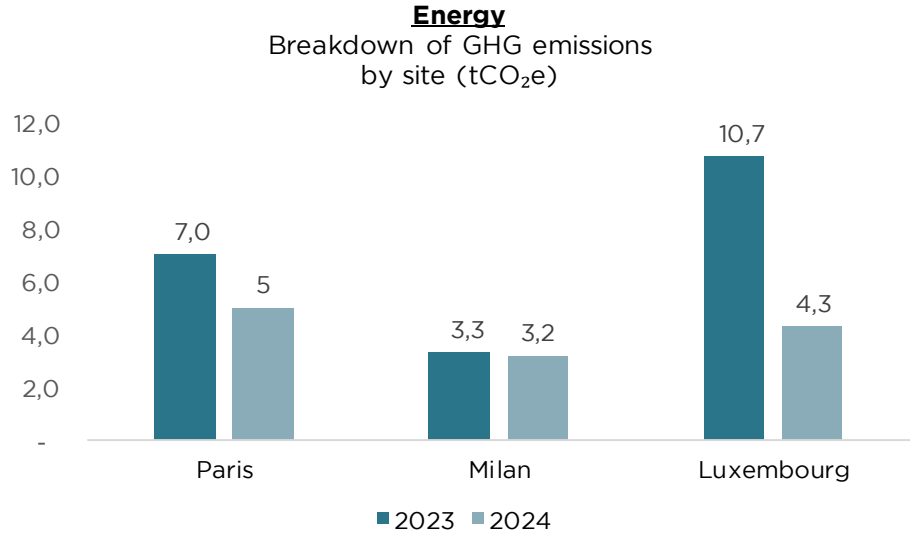




Considering sales representatives' travel, air travel generates more than 60% of GHG emissions caused by business travel. Car travel accounts for 38% and rail travel contributes little.

d. Energy

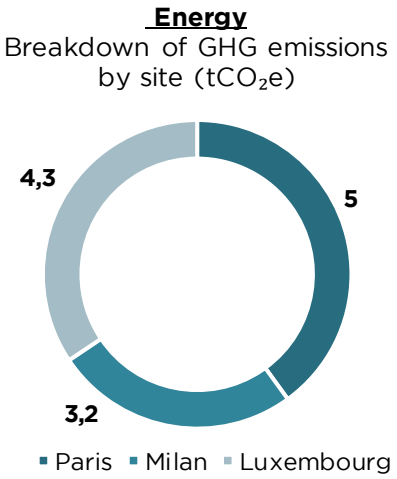
Energy accounts for **0.5%** of DNCA Finance's total emissions, equivalent to **12.5 tCO_2e**, representing a 41% reduction (21 tCO_2e in 2023)**.**



Data was collected by compiling electricity bills from the three sites.

Calculations were made using ADEME emission factors, particularly those for the average energy mix in France, Italy and Luxembourg:

- In Paris: with a French energy mix composed mainly of nuclear power, the French emission factor is **0.05 kg CO_2e/kWh.**
- In Milan: more than half of Italy's energy mix comes from fossil fuels (oil and gas). The country's emission factor is **0.406 kg CO_2e/kWh**, which is eight times higher than the French factor.
- In Luxembourg: the country mainly imports electricity from neighbouring countries, particularly Germany. As a result, Luxembourg's emission factor is **0.410 kg CO_2e/kWh.**



The results show a decrease in GHG emissions, linked to a decrease in energy consumption, particularly for the Luxembourg site, where consumption has been reduced by a factor of four.

Energy therefore remains a very insignificant factor in DNCA Finance's emissions. This item does not therefore represent a material source for reducing the organisation's carbon footprint.

C. ACTION PLAN

During the first assessment in 2021, and to control and reduce greenhouse gas emissions, an action plan was drawn up, including short- and medium-term actions. This plan is based on considering the human, technical and financial resources available, which must be gradually scaled up to meet the challenges involved (principle of proportionality).

In accordance with the recommendations of the Bilan Carbone® method, short- and medium-term actions have been classified into two categories:

- Immediate actions: short-term actions to launch the action plan and motivate teams
- Priority actions: short/medium-term actions that enable a significant reduction in emissions and therefore require more substantial resources

In 2023, immediate actions were systematically reviewed by the organisation, and nearly half were fully implemented. A detailed overview of each of the main themes is presented below.

1. General actions

In order to coordinate and sustain the actions implemented, it is advisable to take action in three areas simultaneously:

- Continuing to raise employee awareness
- Implementing appropriate governance
- Defining a climate strategy

a. Actions carried out in the 2024

The action plan included raising employee awareness of the challenges of global warming. This action was carried out through the internal distribution of the Carbon Footprint report and the organisation of a dedicated training session on the subject.

For 2024, DNCA Finance is considering another awareness-raising initiative in the form of workshops with employees.

In addition, DNCA Finance participated in Nexity's first Green Committee meeting on 1 September 2024. This committee is responsible for closely monitoring energy consumption at the Galaxy Vendôme premises in Paris and implementing an action plan.

> ***Focus on the Green Committee***
>
> *The Green Committee, established by the lessor Nexity for the Galaxy Vendôme property portfolio, aims to bring together the various tenant companies on a regular basis to promote consultation on issues related to the operational efficiency of building management with a view to improving their energy and environmental performance.*
>
> *The Green Committee has multiple objectives: to rigorously monitor energy and water consumption, oversee waste management, analyse the data collected to define and implement an action plan, evaluate progress made in relation to the performance targets set at previous Green Committee meetings, and anticipate future regulatory changes.*

b. Planned actions

In addition to these awareness-raising actions, which will be continued, the company wishes to study the possibility of setting up a dedicated governance structure for CSR issues, which would be able to promote them and ensure their long-term monitoring. With this in mind, the Finance team will welcome

a new member in 2024, who will be responsible for sustainability reporting, particularly the carbon footprint assessment.

2. Actions on the Investments item

Emissions linked to investments represent the largest item in DNCA Finance's carbon footprint. DNCA Finance's decarbonisation trajectory therefore mainly involves investments.

a. Actions taken in 2024

This assessment covers the entire scope of DNCA Finance's investments. Emissions from private investments for which DNCA Finance does not yet have data are estimated by extrapolating the measurement for investments with a known carbon footprint. There is no sector differentiation, contrary to the PCAF's recommendations. In order to improve the measurement of this small portion of private investments, DNCA Finance will be able to draw on the PCAF's recommendations.

Furthermore, since 2024, DNCA Finance has been collecting Scope 3 emissions from private issuers in its ESG database; consideration will be given to identifying how this new information can be integrated into the calculation of GHG emissions for investments in the 2025 financial year.

We have enhanced our Transition analysis module in ABA (Above and Beyond, our internal ESG tool), to account for changes in version 3 of the SRI Label. This module is based on data and information provided by companies and reference sources such as the IPCC, CDP and the Science-Based Targets initiative (SBTi).

In this module, we assess several aspects of issuers' climate strategies: decarbonisation targets and their monitoring, the means implemented and the governance associated with these issues. This enables us to judge the credibility of these strategies and their compliance with the Paris Agreement.

To assess companies' alignment with the Paris Agreement, we rely on 1) the IPCC scenario, which implies a 7% annual reduction in GHG emissions, and 2) the data and commitments of issuers to the Science-Based Targets initiative. We believe it is important to use models and scenarios that are widely recognised and provide a common basis for companies and their investors, while remaining aware of certain biases and limitations inherent in any scenario modelling exercise.

For each company, we first identify the main carbon issues by analysing a series of qualitative and quantitative indicators:

- Carbon footprint (scope 1, 2, 3).
- The company's strategy and climate objectives, which we use to model its decarbonisation trajectory.
- The resources deployed and levers for action to achieve the above objectives.
- The company's exposure to climate risks in accordance with the TCFD.
- Data related to the European Taxonomy.

We then assess the alignment of the company's decarbonisation trajectory with its reference trajectory (relevant sector/European zone) to determine whether the company is behind (T-), on track (T=) or ahead of (T+) this trajectory.

This analysis of the trajectory, as well as the commitments made (Net Zero, SBTi) and the company's levels of alignment with the European taxonomy, are used to determine whether to engage with the company. The description and conclusion of the engagement, if applicable, are recorded in ABA.

Many other actions have been taken to decarbonise the investment portfolio and are detailed in the Article 29 report. These include:

- The definition of short-, medium- and long-term temperature targets
- Conducting engagement campaigns with the highest-emitting issuers

- Providing managers with tools to enable them to monitor the temperature of their funds daily
- A commitment to the NZAM: Net Zero Initiative Managers: https://www.netzeroassetmanagers.org/

All these actions are bearing fruit, and this year DNCA Finance has achieved an average fund temperature below the 2°C threshold.

b. Planned actions

Once coverage has been improved, quantified reduction targets can be adopted. However, DNCA Finance did not wait for these targets to be set before taking the necessary steps to achieve an effective reduction. This was done particularly through a management and visualisation tool for fund managers.

In addition to these actions and the climate campaigns already carried out, actions may be implemented targeting the issuers that contribute most to GHG emissions. These issuers can be divided into two main categories:

- Those that do not have emission reduction targets and could therefore be asked to set them.
- Those that have already announced decarbonisation targets for their activities and could be challenged on the effective implementation of reduction measures.

3. Actions relating to the Purchasing item

Apart from investment-related emissions, the Purchasing line-item accounts for the largest share of DNCA Finance's emissions. The action plan also includes certain items from the Fixed Assets item, such as employee IT equipment (monitors, PCs, etc.).

a. Actions taken in 2024

DNCA Finance sought to further improve the measurement of GHG emissions from Purchasing and, as a result, improved the questionnaire sent to suppliers contacted as part of the preparation of this report. The outcome of this action shows the importance of continuing to work with key stakeholders.

b. Planned actions

DNCA Finance wishes to continue its engagement with its 20 most important suppliers with the aim of refining the measurement of emissions from the Purchasing department and identifying new relevant actions.

Without waiting for these new actions, DNCA Finance will focus its efforts to reduce greenhouse gas emissions on the purchase of digital services and equipment, particularly by initiating a process to implement the principles of Responsible Digital within the organisation.

In addition, the company plans to join Dell's Asset Recovery Services programme, "Repair instead of buying", which would strengthen the hardware support for its IT equipment. For new IT equipment purchases, DNCA Finance intends to move towards more environmentally friendly equipment (EPEAT-certified).

To this end, the company plans to raise awareness among its employees of ways to extend the life of equipment.

Finally, although less impactful on the balance sheet, DNCA Finance is continuing all internal actions that contribute to raising staff awareness, such as limiting waste and prioritising the purchase of greener and more sustainable consumables, as well as considering the collection and recycling of office supplies.

4. Actions taken on the Travel item

a. Actions taken in 202 4

Previous actions, such as the introduction of work-from-home and bicycle parking, have provided new alternatives for employees' commutes. As a result, cars now account for only a small proportion of commutes.

In 2024, DNCA Finance owned 11 vehicles, including 3 electric cars and 6 hybrid cars.

b. Planned actions

Regarding business travel, improvements in measurement quality are already underway and will continue. This is in order to identify concrete levers for action among employees.

In the medium/long term, DNCA Finance Group's objective is to move towards 100% "clean" transport for its vehicle fleet.

5. Summary table of actions in progress and to be carried out

The table below summarises the actions currently underway and those to be implemented. For clarity, actions that have been completed or cancelled have been removed.

No.	ACTIONS	ITEM	TYPE	STATUS
1	*Continue raising awareness among employees*	*General*	*Immediate*	*To be continued*
2	*Continue to implement dedicated governance*	*General*	*Priority*	*Completed*
3	*Improve the measurement of emissions linked to investments*	*Investments*	*Priority*	*Achieved*
4	*Adopt quantified reduction targets*	*Investments*	*Priority*	*In progress*
5	*Engage with major emitters on defining and/or achieving their decarbonisation targets*	*Investments*	*Priority*	*To be continued*
6	*Encourage key suppliers to improve emissions measurement in the Purchasing department and extend the scope*	*Purchases*	*Priority*	*To be pursued*
7	*Implement a robust approach that complies with the principles of Responsible Digital Technology within the organisation*	*Procurement*	*Priority*	*To be continued*
8	*Improve the accuracy of business travel measurements*	*Travel*	*Priority*	*Completed*

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