

UN GLOBAL COMPACT

UN Global Compact Principles		Reference to the Group Reports
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Who we are <ul style="list-style-type: none"> - Our commitments ◦ Our business <ul style="list-style-type: none"> - Suppliers relation • Socioeconomic review <ul style="list-style-type: none"> ◦ Responsible information and protection for clients ◦ Human resources • Governance review <ul style="list-style-type: none"> ◦ How we are governed <ul style="list-style-type: none"> - Diversity and Human Rights <p>Annual Financial Report 2021</p>
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Who we are <ul style="list-style-type: none"> - Our commitments • Environmental review <p>Annual Financial Report 2021</p>
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Our strategy ◦ Our focus on sustainable finance • Environmental review • Socioeconomic review <ul style="list-style-type: none"> ◦ Products and services with social and environmental impact <p>Annual Financial Report 2021</p>
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Environmental review <p>Annual Financial Report 2021</p>
Principle 5	Businesses should uphold the effective abolition of child labour.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Who we are <ul style="list-style-type: none"> - Our commitments • Socioeconomic review <ul style="list-style-type: none"> ◦ Human resources <p>Annual Financial Report 2021</p>

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Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Who we are <ul style="list-style-type: none"> - Our commitments • Socioeconomic review <ul style="list-style-type: none"> ◦ Human resources <p>Annual Financial Report 2021</p>
Principle 7	Businesses should support a precautionary approach to environmental challenges.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Who we are <ul style="list-style-type: none"> - Our commitments • Environmental review <p>Annual Financial Report 2021</p>
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Our strategy ◦ Our focus on sustainable finance • Environmental review • Socioeconomic review <ul style="list-style-type: none"> ◦ Products and services with social and environmental impact <p>Annual Financial Report 2021</p>
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Environmental review <p>Annual Financial Report 2021</p>
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Annual Report 2021-Business & Sustainability</p> <ul style="list-style-type: none"> • Strategic report <ul style="list-style-type: none"> ◦ Who we are <ul style="list-style-type: none"> - Our commitments • Governance review <ul style="list-style-type: none"> ◦ Business ethics and compliance <p>Annual Financial Report 2021</p>