



Corporate Social Responsibility (CSR)

December 2024

Une société du groupe La Française · www.la-francaise.com

www.newalpha.net

New Alpha Asset Management, société par actions simplifiée au capital de 2 435 540 €
450 500 012 RCS Paris · N° TVA: FR 18450500012 · Société de gestion de portefeuille agréée par
l'AMF sous le n° GP 05000001 du 20/01/2005 · www.amf-france.org

NEW ALPHA
ASSET MANAGEMENT

As an investor and a company, New Alpha is committed to acting responsibly and sustainably, recognizing that its actions have implications for all its stakeholders. With its ecosystem of clients, employees, partners, and integrating its investments, New Alpha AM can have an impact on the environment and society as a whole.

The United Nations Sustainable Development Goals (SDGs) cover all development issues (climate, biodiversity, energy, water, etc.) in all countries by 2030. Aware of the important role played by asset managers in achieving these goals, New Alpha has decided to prioritize four SDGs through its actions and investments. We list below the different ways in which we want to assume our responsibility as an active contributor to positive societal and environmental changes.

Employee well-being



The well-being of employees is a major concern for the company. New Alpha aims to provide a quality work environment and ensure a good balance between professional and personal life, through pleasant and flexible working conditions, both in the office and at home. New Alpha also organizes quarterly events to ensure good team cohesion.

All employees are treated equally and fairly through an engaging compensation policy. In order to align the interests of the employees and the management, New Alpha has also implemented profit-sharing and participation agreements through a specialized structure, New Alpha Partners.

Improving employees' skills



New Alpha is committed to providing high-quality training and promoting the continuous development of its employees' skills. The goal is for 100% of employees to receive training every year. Courses and training sessions on a variety of subjects are regularly offered throughout the year.

Another initiative is the *Blue Buds* program, which brings together interns and students in apprenticeship at New Alpha AM, in order to better integrate them into their new environment.

Diversity and Inclusion



New Alpha supports gender equality in four main areas: recruitment, to ensure equal treatment of candidates; compensation, to guarantee equality principles throughout the career; career advancement, to provide women and men with the same career development opportunities; and family responsibilities, to reduce constraints related to parenthood.

To advance gender equality within teams and enforce non-discrimination policies, an internal recruitment charter is used with our partners. The recruitment team is trained in best practices for inclusivity and non-discrimination. Additionally, a dedicated contact for people with disabilities has been appointed to provide appropriate support.

New Alpha is actively working to build a diverse team by welcoming people without distinction of nationality, language, or cultural background. Our commitment to diversity includes gender, origin, nationality, profile, and welcoming people with disabilities. Additionally, our internal policies promote inclusion by encouraging entrepreneurship and fostering a culture that values the integration of young talents and interns. This approach aims to enrich our team with a diverse range of profiles and experiences, reflecting our commitment to creating a dynamic and inclusive workplace.

Climate change

New Alpha is committed to contributing to the mitigation of climate change, both as a company and as an asset manager. Internally, we are committed to the following points:



We measure our carbon footprint every year to understand our emissions and identify areas for improvement.

Green mobility - priority to clean modes of transportation. Our central office makes it easy for employees, clients, and partners to reach us using public transportation for their daily commutes. For business trips, the preferred mode of transportation is the train if the destination is within 6 hours.

Digitizing work tools and reducing document printing.

New Alpha AM's offices are located within the La Française Group, an eco-working space designed to minimize the ecological footprint of work environments. Various initiatives are implemented there, such as selective waste management and the choice of bulk products for the daily consumption of employees.

Commitment to our clients

New Alpha is committed to satisfying and protecting its clients. Our teams work together to:

Develop a deep understanding of our clients' needs and offer products tailored to the expectations of all investors, with the aim of building lasting relationships.

- Ensure transparency for investors in all aspects.
- Ensuring service continuity: business continuity plans and strict code of conduct regarding money laundering and terrorism financing, as well as fraud and corruption.
- Ensuring strict security: protecting and safeguarding personal and professional data.

Philanthropy

New Alpha also participates in social and cultural initiatives chosen by the employees themselves, who receive financial support and active assistance in terms of time and energy.



Since 2020, New Alpha AM has been supporting the association Espérance Banlieues. This sponsorship and mentoring have allowed our employees to dedicate time to the development of alternative education in priority education areas. In September 2021, New Alpha AM strengthened its commitment by making a financial donation to sponsor a class of CE2 students. This donation also involves active involvement of employees with the students, promoting quality interaction and academic support. The goal of this partnership is to support this class in the long term and monitor the students' progress until the 3rd grade.

Since 2022, New Alpha has been supporting Women for Sea, an association that aims to raise awareness about the preservation of marine ecosystems through the production and dissemination of videos made and certified by female nautical experts. Women for Sea



highlights dedicated women from various backgrounds (marine biology, responsible yachting expertise, or navigation art) who are working towards ecological and social transition by developing innovative projects. Each project aims to inspire and encourage action for the protection of the sea and coastline, while also promoting the empowerment of women in the maritime industry.

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