NATIXIS CORPORATE AND INVESTMENT BANKING | NATIXIS INVESTMENT MANAGERS

Modern Slavery Act Statement 2026

Approved by Natixis board of Directors on June,12th, 2026

INTRODUCTION

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes our organization's slavery and human trafficking statement for the financial year ending 31 December 2025. It sets out the steps that NATIXIS has undertaken to ensure that modern slavery and human trafficking are not taking place within its human resources policies, its supply chain or its business operations.

1.ORGANISATION'S STRUCTURE

Natixis is the global arm of Groupe BPCE, the second-largest banking group in France through its retail banking networks, Banque Populaire and Caisse d'Epargne. Natixis focuses on two global businesses: Asset & Wealth Management and Corporate and Investment Banking. Its clients include corporations, financial institutions, sovereign and supranational organizations, as well as the customers of Groupe BPCE's networks.

Natixis counts more than 15,000 employees across 35 countries and operates throughout the Americas, Asia-Pacific and EMEA. Natixis S.A. is the ultimate parent company based in France and operates in the UK via its businesses Natixis CIB and Natixis IM.

Natixis has an annual turnover in excess of the £36 million threshold. Natixis operates a number of policies to ensure that it respects human rights and is committed to acting in an ethical manner. The respect of human rights is a fundamental principle integrated at various levels within Natixis.

2. GROUPE BPCE AND NATIXIS COMMITMENTS ON HUMAN RIGHTS

Groupe BPCE and Natixis are committed to respecting and promoting human rights, which are one of the cornerstones of their corporate social responsibility. As signatories of the United Nations Global Compact, they adhere to its "Ten Principles," including the two relating to Human Rights:

- ✓ Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights; and
- ✓ Principle 2 - Make sure they are not complicit in Human Rights abuses, including the prohibition of slavery and human-trafficking.

Groupe BPCE and Natixis are also committed to applying the guiding principles on business and human rights as laid down in the United Nations' 'Protect, Respect and Remedy' framework.

These commitments were reaffirmed in Groupe BPCE's Human Rights Charter, validated by BPCE Executive Management Committee in September 2024.

3. BPCE / NATIXIS DUTY OF VIGILANCE PLAN

The French law on the duty of vigilance requires BPCE to prepare, publish and implement a duty of vigilance action plan. BPCE, which controls 100% of Natixis S.A. establishes and implements a vigilance plan that applies to Natixis S.A.'s activities as well as those of its subsidiaries or companies that it controls. This vigilance plan is presented in BPCE's Universal Registration Document (Chapter 3). The 2025 duty of vigilance plan was reviewed by BPCE Executive Management Committee on March 3, 2026.

This plan contains risk mapping and reasonable measures to prevent the serious harm that BPCE could cause in terms of human rights and fundamental freedoms, personal health and safety, and the environment, associated with the activities conducted by BPCE as well as its subsidiaries, subcontractors and suppliers. When drawing up the plan, the Group's activities are analyzed from the point of view of their impact and the following risks :

Human rights and fundamental freedoms	Discrimination, harassment, infringement of equality, respect for private and family life, the right to strike, freedom of assembly and association as well as infringement of freedom of opinion, non-compliance with legal working conditions (including forced labor, child labor), infringement of the right to decent remuneration and social protection.
Health and safety of people	Health risk, harm to the safety of workers and unequal access to the right to health, harm to personal data protection.
Environment	Global warming, damage to biodiversity, risk of pollution (water, air, soil), and damage to natural resources.

The scope of Groupe BPCE's vigilance approach is based on three pillars:

- **Employees**: responsible management of employees in their work.
- **Purchasing**: deployment of a responsible purchasing policy with suppliers and subcontractors with whom the Group has an established commercial relationship.
- **Activities**: prevention of negative ESG impacts related to Natixis's activities in its different business lines.

3.1 Employee pillar

Natixis uses the AFNOR mapping, updated in 2025, to identify the countries that may present working condition risks, discrimination risks and personal health and safety risks. These assessments are based on recognized external databases, such as ILO (International Labor Organization) statistics or the ITUC (International Trade Union Confederation) Global Rights Index.

On the basis of this mapping, **questionnaires were sent to the five countries** concerned to assess the level of compliance of subsidiaries with local practices and to identify any more favorable measures implemented.
In those countries, employees' working conditions comply with or improve upon local regulatory provisions:

- child labor and forced labor are strictly prohibited;
- working hours comply with local standards or are more favorable, sometimes allowing for teleworking and additional vacation days;
- compensation surveys are regularly conducted to verify their competitiveness in their reference market;
- maternity leave complies with or improves upon local regulatory provisions;
- employees benefit from complementary health protections that correspond to or enhances local provisions.

Additionally, the Security Department is responsible for assessing risks (security, safety, health, natural disasters) in the countries where the Group's companies are located, notably using a travel risk management tool.

3.2 Purchasing pillar

As part of its **responsible purchasing policy**, BPCE Achats has implemented an action plan which applies to Natixis, involving suppliers in the implementation of vigilance measures. The **Banking Sector's Responsible Purchasing Charter**, a reference document for tender processes, formalizes the reciprocal commitments of the Group and its suppliers. In this charter, the Signatories require their suppliers to implement the United Nations Guiding Principles on Business and Human Rights. It includes the **prohibition of forced or compulsory labor, ill-treatment** of their employees, and **any practice of modern slavery and human trafficking.**

As part of a marketplace initiative, BPCE Achats & Services and three other banking groups, along with AFNOR, have drawn up a **CSR risk mapping** based on a common nomenclature comprising over 140 purchasing categories. This mapping is continuously updated by AFNOR.

The assessment of the level of risk for each purchasing category notably covers the following issues: human rights, health and safety: child labor, forced labor and modern slavery, discrimination, working conditions and freedom of association. This mapping makes it possible to identify, by purchasing category, the CSR, risks to be monitored with suppliers. It also incorporates the risk associated with the country in which the added value of each product or service is generated.

Each purchasing category is assessed on a scale of four CSR risk levels: low, limited, high and very high. The purchasing categories identified as carrying a high or very high risk in terms of human rights, health and safety are as follows: structural works, telecom hardware and software, communication through objects, office equipment, waste recycling, servers and computer storage.

For high-risk and very high-risk purchasing categories, a specific system has been set up by BPCE Achats & Services within the framework of the consultations it leads: suppliers must answer a sector-specific questionnaire and communicate the actions taken to mitigate risks and prevent serious harm. This action plan, assessed by BPCE Achats & Services, generates a rating that is integrated into the supplier's overall score. When the score of the vigilance questionnaire is below average (10/20) and the supplier is selected at the end of the consultation process, a corrective action plan is developed.

For purchases made directly by Natixis, an equivalent process was implemented since 2020 as part of the new Know Your Supplier (KYS) procedure. For all purchases of more than fifty thousand euros in a high-risk category, this process is now followed for purchases made in France and on international platforms.

3.3 Activities pillar

Groupe BPCE has a methodology for analyzing exposure to the risks of human rights violations, based on an assessment of this risk according to the country of operation, as well as the sensitivity of each industrial sector. This mapping of sensitive sectors and countries is then cross-referenced with Groupe BPCE's financial exposures in order to identify the main areas of exposure to these risks.

Management of environmental and social impacts in financing activities

Risk prevention and mitigations measures include the development of ESG sectoral policies in sensitive sectors, the application of Equator Principles, and the analysis of ESG risks for corporate financing.

ESG policies in sensitive sectors

In order to mitigate the human and environmental impacts related to its activities, Natixis and Groupe BPCE have for several years been developing sector policies, including exclusion and assessment criteria, to regulate its activities in the most sensitive sectors.

For banking activities, these sectoral policies cover the thermal coal, oil & natural gas and defense & security industries. Within Natixis CIB's scope, policies also cover the tobacco, nuclear, mining & metals and palm oil industries, it being specified that some of these specific policies are not public.

As part of the Equator Principles, Natixis CIB applies a market methodology that aims to assess the environmental and social risks of the projects it finances and the way these risks are managed by clients, regardless of their business sector. Since October 2020, Natixis CIB has applied the amended version of the Principles (EP Amendment IV), which includes more exhaustive criteria regarding respect for human rights (including the rights of indigenous communities).

Moreover, Natixis CIB performs **specific analysis of sensitive transactions and ESG controversies**. As part of the due diligence carried out when entering into a relationship with large corporate customers and in monitoring its customer portfolio, Natixis CIB takes into account potential controversies, in particular concerning ESG issues. In the event of significant risks, Natixis analyzes and manages the associated risks. In certain cases, Natixis CIB may decide not to enter into a relationship or not to renew its commitments with the customer. In addition, Natixis CIB' risk department produces detailed analyzes of customers and transactions for which ESG issues are considered to be major.

Management of environmental and social impacts in investment activities

The European asset management companies affiliated with Natixis IM have developed responsible investment policies that explain their overall ESG approach, their sectoral policies and/or the minimum safeguards that they apply.
Natixis IM's European direct management affiliates exclude prohibited weapons from their investments, and also apply exclusion policies in the coal, non-conventional oil and gas, and tobacco sectors. Some affiliated asset management companies have developed more restrictive exclusion policies, based on recognized frameworks for fossil fuels.
All European direct listed asset management companies have defined minimum standards on the social issues to which their investments are subject, based on regulatory exclusions related to international standards[1].
The unlisted asset management companies affiliated with Natixis IM have adopted these international standards or approaches specific to their investment universe.
The majority of non-European affiliates have developed a global responsible investment approach that explains the incorporation of material ESG factors into their investment processes. They implement specific restrictions at the request of clients.

Engagement policy with portfolio companies

Beyond exclusion, Natixis IM sees engagement and dialogue with companies and issuers as significant levers for positively influencing company practices.
Natixis IM's European affiliated asset management companies have developed engagement and voting policies that aim to encourage companies to transform their strategy and reduce their risks, while contributing to ESG issues. Engagement and dialog have also enabled Natixis IM's asset management companies to develop good knowledge of the companies in which they invest, and in particular of the sustainability challenges they face.

3.4. Groupe BPCE's Whistleblowing Mechanism, applicable to Natixis

In accordance with Law 2017-399 on the duty of vigilance, which requires the implementation of a whistleblowing mechanism and the collection of reports, the whistleblowing system set up by Groupe BPCE as part of the fight against fraud and corruption has been extended to allow the reporting of facts potentially falling within the scope of the duty of vigilance under French law.

The whistleblowing system is open to all Group employees, as well as to third parties (subcontractors, suppliers, local communities, associations, etc.), who can express their concerns via the secure Whispli platform if they are aware of the existence or occurrence of risks of serious violations of human rights and fundamental freedoms, the health and safety of people and the environment.
Groupe BPCE has chosen to equip itself with the same tool for all its entities, with rare exceptions, regardless of the geographic area of operation worldwide and regardless of the business line (retail banking, corporate & investment banking). Consequently, all the screens to which the whistleblower has access have been translated into more than 15 languages in line with the countries in which Groupe BPCE operates. .

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[1] *United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights and/or OECD Guidelines for Multinational Enterprises on Responsible Business Conduct*

4. CONCLUSION

This statement is made pursuant to the United Kingdom's Modern Slavery Act 2015 and constitutes Natixis's modern slavery and human trafficking statement for the financial year ending December 31, 2025.

This statement was approved by Natixis's Board of Directors on June,12th, 2026

Mohamed Kallala
Natixis SA
Chief Executive Officer

Signed on 12 June 2026