

FONDS DE COMPENSATION DE LA SÉCURITÉ SOCIALE – SICAV-FIS

Responsible Investment Approach

LaSalle Global Partner Solutions

September 2020

Investment Philosophy

LaSalle strives to be one of the most ethical and sustainable real estate firms globally and believes that we have a significant opportunity to make the buildings and cities where people thrive more sustainable. More importantly, LaSalle's emphasis on ESG stems from our belief that environmental, social and governance best practices will enhance the performance of our clients' investments, generating higher returns for our investors.

Our Sustainability Statement:

'At LaSalle Global Partner Solutions ("LaSalle GPS") we believe that responsible investment requires a detailed understanding of sustainability issues. As a major international real estate investor, we are working with our partners and advisors to fully play our part in ensuring the real estate industry plays a leading role in addressing the world's sustainability challenges. Our team believes that through our commitment to sustainability and its complexities we will continue to deliver our clients investment objectives.'

This investment philosophy forms the basis for our responsible investment approach for FDC's sub-fund *FDC SICAV Immobilier Monde - Actif 1*.

Policy

To adhere to and pursue this philosophy, as a matter of policy, LaSalle GPS will focus on the following for FDC's sub-fund:

At the outset of any new investment, our due diligence processes will ensure that ESG policies and behaviours are assessed and reviewed.

Post investment, we will engage with the underlying managers to monitor and promote best practice. This will be achieved by:

- Annually assessing the environmental performance of FDC's portfolio using the Global Real Estate Sustainability Benchmark (GRESB); and
- Following the results of the annual assessment, engaging with all funds globally to encourage improvements and best practice in this area, especially to promote such activity in those managers that score poorly.

More widely, we provide support and encouragement to improvements in the field of ESG with respect to global unlisted real estate through:

- Supporting research into the environmental practices of unlisted funds globally where appropriate;
- Supporting and engaging with relevant industry bodies on sustainability matters (Association of Unlisted Real Estate Funds, Better Buildings Partnership and United Nations Finance Initiative Property Working Group, GRESB); and
- Reporting on sustainability issues in the wider industry and performance within FDC's portfolio on a quarterly basis.

Integration Process

Examples of where ESG is embedded into our investment process for FDC's sub-fund are included below:

ESG section in the LaSalle GPS Due Diligence Questionnaire

- Our due diligence questionnaire covers subjects such as sustainability policies, internal committees and bodies responsible for ESG, ESG reporting, energy efficiency of assets, energy consumption, waste management, physical and transitional risk, strategy for transitioning to a low carbon economy and carbon reduction commitments.

Global Investment Committee consideration

- All recommendations to the LaSalle GPS Investment Committees must contain a review of any potential investee fund's ESG position, including a review and comparison to their peer group, and details on their ESG reporting, voting provisions, sanctions policies, conflicts of interest, ESG risks and completion of the LaSalle GPS RAG (Red, Amber, Green) analysis.

Internal Country and Tenant Exclusion lists

- Potential fund's processes on country and tenant exclusion lists will be reviewed for adequacy against LaSalle GPS' country and tenant exclusion lists taking into consideration FDC's own tenant exclusion list.

Annual GRESB Survey

- All new investments will be requested to fill out the annual GRESB survey. With respect to post investment ESG monitoring, we will seek, by way of a side letter, to ensure that all new invested funds contribute to the annual GRESB survey.

Engagement

- At least annually we will feedback to each invested fund providing our opinion on how effectively they are monitoring ESG risks and opportunities, and how effectively we believe they are responding to them. This feedback includes the results obtained from our regular asset monitoring, plus the annual GRESB survey. We encourage all funds we invest in to adopt practices and policies highlighted as best practice in ESG by the GRESB survey. We engage with all funds on the results from this survey, with the results forming part of any future buy/hold/sell decisions, embedding ESG in our investment policy.

Asset management

- As part of the quarterly asset management process, we will ensure dialogue with underlying managers to ensure they develop and expand their ESG protocols. This engagement is particularly active for those holdings that score poorly in the annual GRESB survey for which we have governance concerns.

Market Reform

It is LaSalle's policy to work with its peers in the investment community to encourage the consideration of ESG factors in the investment decision making process. These discussions may occur in associations of which LaSalle is a member and in forums where LaSalle is asked to participate, for example a member of LaSalle GPS currently holds the following appointments:

- Elected Chair of the GRESB Advisory Board, member since launch in 2010;
- Observer on the GRESB Board;
- Chair of the newly formed AREF ESG and Social Impact Committee; and
- United Nations Environmental Programme Finance Initiative Property Working Group member.

Representation on these committees allows LaSalle GPS to have a direct impact on new developments and best practice initiatives and ensures that the team are at the leading edge of the global agenda on responsible property investment.

Stewardship

In line with our commitment to improve corporate governance and ESG activity within real estate, LaSalle GPS will focus on the following for FDC's sub-fund:

Corporate Actions

LaSalle GPS acts as an active investor, fully participating in all corporate actions for our investments. In some cases, if appropriate, we liaise and engage with other investors in order to share our opinions and ultimately have a greater weight in such discussions. Promoting commitments and achievements in ESG leadership at a company level feeds into our philosophy surrounding the considerations of ESG when investing indirectly. We aim to lead by example, engaging with relevant bodies on sustainability matters, bringing our leadership and expertise to influence committee roles and voting rights on underlying funds, with the goal of encouraging improvement and best practices.

According to the LaSalle GPS Corporate Action Policy, all corporate actions require Regional Investment Committee approval. Where appropriate, if a potential vote surrounds a fundamental change that has resultant financial impacts, the vote will be escalated to the Global Investment Committee for approval. If the client holding the investment is out of region, the asset manager should also notify the fund manager to ensure all the client's specific needs are met.

Advisory Boards

LaSalle GPS seeks to exercise any right to represent our clients on an Advisory Board or committee for its underlying fund investments, where we take an active role. Whether we are formally on the Advisory Committee or not, we are active with all of our investments, participating in all investor meetings. We also keep an active dialogue with underlying fund managers with the aim to influence decisions at fund level, with a focus on fund investment strategy and terms, to the extent possible.