



Sustainability Report

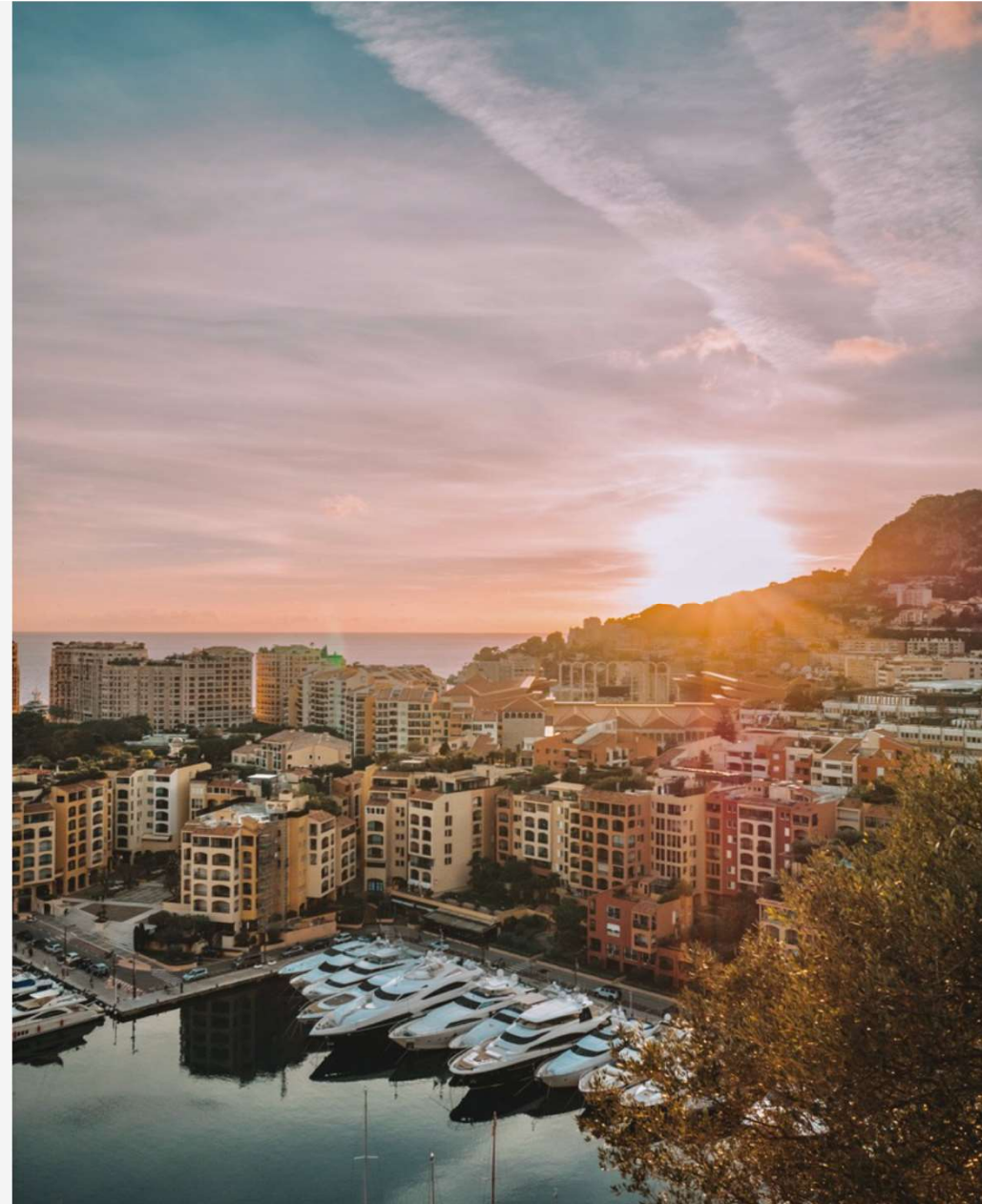






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Introduction

Monaco Asset Management is committed to sustainability.

We fully integrate **E**nvironmental, **S**ocial and **G**overnance initiatives within our business strategy.

A message from the Chairman of the Board and the CEO



Gian Luca BRAGGIOTTI
Chairman of the Board

“At Monaco Asset Management, our aim is to always serve our clients to the absolute best of our ability in order to assist them in achieving their long-term financial goals. By being a complete independent firm, free of conflicts of interests and bureaucracy, we benefit from full flexibility to shape our business and tailor it in the best possible way, for today and tomorrow’s environmental challenges. This includes adapting our day to day operations, taking into account the emerging ever-changing risks we see coming.

Indeed, ESG risks have become a widely discussed topic, and this for good reasons. Here at MAM, we are convinced that in order to be a sustainable firm and an effective steward of long term capital, we need to take these risk into consideration across our business. For instance, one of the ways in which we do this, is leading by example when it comes to actions we accomplish as a firm in ESG matters (which are detailed in the report below).

We believe that this area is where we can make the most tangible impact as a business, as it is entirely measurable and under our purview. On top, another important aspect of our process is the incorporation of ESG risk factors into our investment framework, as these become more impactful across asset classes.

Just as with all the other areas of our business such as technology and research, we are always on the lookout for innovative ways to approach the growing impact ESG is having on our industry, and we will continue to do so.”



Anthony STENT-TORRIANI
Founder & CEO

Covid-19



Monaco Asset Management has recently obtained the new accreditation mark **Monaco Safe**.

This label, awarded by le Gouvernement Princier recognises all the measures put in place by the firm, and is seen as an extra pledge of security and confidence for our customers, visitors and partners who come to our office, on top of all our staff members.

Since the beginning of March, Monaco Asset Management implemented strict rules in an effort to fight against the Covid-19 outbreak. In order to protect its employees, the firm put in place a comprehensive quarantine plan which included the following:

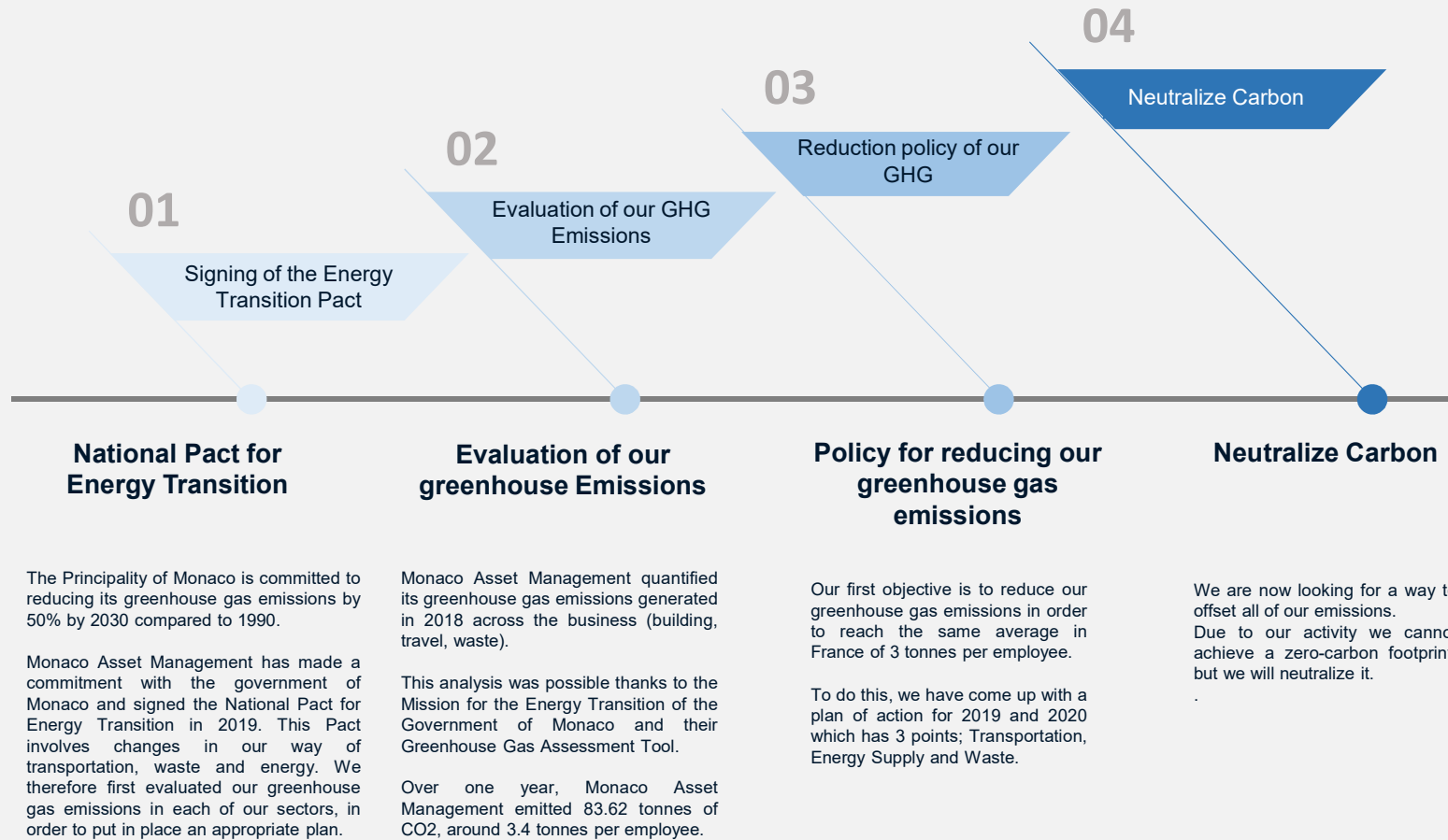
- Over half of the workforce was working remotely in order to minimize daily physical interactions with others.
- Logistics planning encompassing which entrances and exits were to be used by specific employees, the use of masks and gloves as well as rules relating to workspaces and common areas. Masks and hydro-alcoholic gels were made available around the premises.
- Embracing conference/videoconference calls with clients, again, in order to limit physical interactions where possible.

As expected, these measures did not interfere with our IT & cybersecurity frameworks, in spite of the fact that a large proportion of the employees were working remotely for two months. Thanks to our employees' strong knowledge of IT and infrastructure, we had no security incident, no breach nor any system unavailability. The system has truly proven that it has a strong network level, systems redundancy, and speed for an extended period of time.

Environment



National Pact for Energy Transition



<https://transition-energetique.gouv.mc/Pacte-National-pour-la-Transition-Energetique/Nos-Signataires-Professionnels>



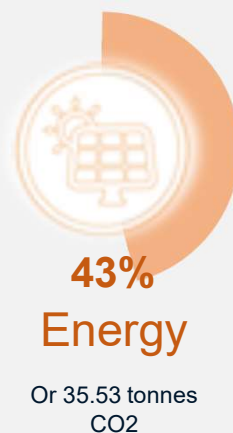
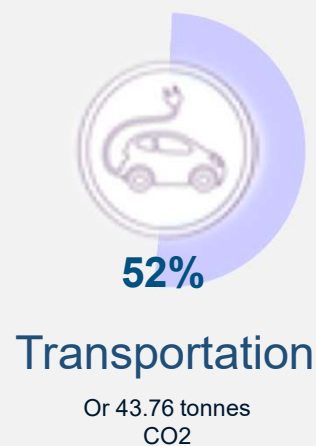
Evaluation of our greenhouse gas emissions

Monaco Asset Management quantified the greenhouse gas emissions it generated during 2018 across the business (building, travel, waste).

This analysis was done thanks to the Mission for the Energy Transition of the government of Monaco and their Greenhouse Gas assessment tool during the signing in 2019 of the Charter for the Energy Transition by Monaco Asset Management.

For one year, Monaco Asset Management has emitted 83.62 tonnes of CO₂ (find below the breakdown), or around 3.4 tonnes per employee. In comparison, the average of an employee in France emits 3 tonnes of CO₂ per year.

The gas emitted can be divided into 3 themes:



(*) In order to keep global warming at a sustainable level, the international community has agreed on an objective of limiting the average increase in the Earth's temperature to 2 ° C above the pre-industrial level. In order to achieve this goal, we have a global budget of around 750 billion tons of CO₂ through 2050. Assuming that the average world population from 2010 to 2050 is 8.2 billion people, this means that each person on Earth has an annual budget of around. 2.3 tones of CO₂.

Policy for reducing our greenhouse gas emissions



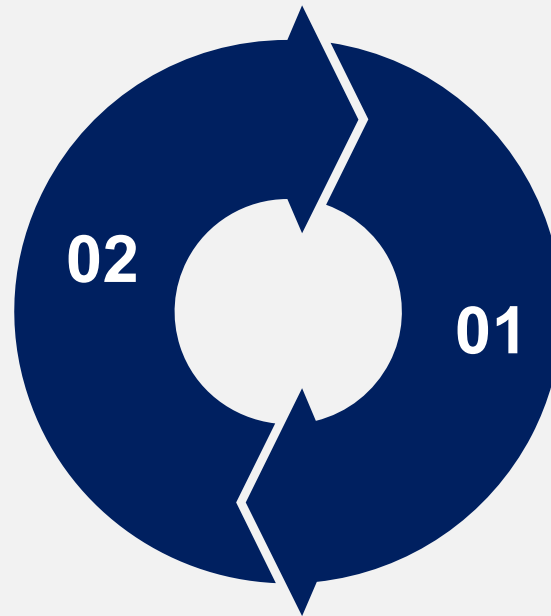
Following this evaluation, we implemented an action plan for 2019 and 2020, in order to eventually reach the national average of 3 tonnes of CO2 emitted per employee.

The ultimate goal is carbon neutrality.

This action plan is developed around the 3 main themes of the National Pact for Energy Transition:

Transportation
Energy supply
Waste

Transportation – Action Plan for 2019/2020



Installation of videoconferencing equipment

Installation of videoconferencing equipment in order to use conference calls rather than travelling when it is not essential to our activity.

Favouring low-emission transportation and awareness of the impact of travelling for all of our employees

Signature of a contract with a transportation company using electric vehicles.

Providing data to which each employee can go and see which transportation has the lowest emission of carbon.

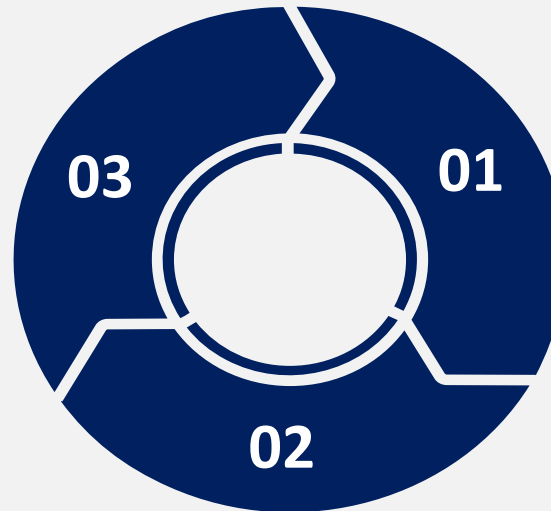
Energy Supply - Action plan for 2019/2020



Optimization of our energy consumption

A policy was put in place to reduce our use of energy and raise awareness among all employees.

Optimization of our computer servers.



Electricity supply from renewable resources

Modification of our electricity contract with our electricity provider, SMEG, in order to be supplied with energy from renewable sources and to offset our CO2 emissions linked to our energy use.

Thanks to SMEG's offer, in 2019 Monaco Asset Management is supplied in electricity from 100% renewable energy and offsets this consumption in order to have a carbon neutral balance sheet.

LED installation

We have changed all our lights with LED light bulbs.



Waste - Action plan for 2019/2020

Better Recycling Plan

Recycling coffee capsule in collaboration with Nespresso.

Transparent garbage bags in recycling bins to make it easier to collect.

Glass recycling and a battery recycling containers.

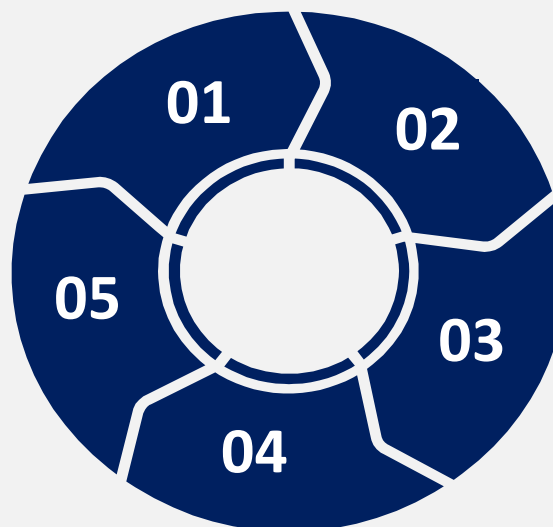
Individual bins have been replaced by 2 different bins, one for recycling and one for non-recycled trash to encourage recycling and reduce the use of garbage bags.

Replacement of our purchasing policy and awareness of our suppliers

Meeting with the cleaning company to make them aware of our desire to carry out recycling within our establishment.

Signature of a new contract with the cleaning company in order to use eco-responsible products.

Weekly delivery of organic fruit made available to employees.



Mastering the use of paper

Raising employee awareness by putting in place a policy to reduce paper consumption (favouring double-sided, digital format, etc.)

Use of 100% recycled and unbleached paper for internal communications and 50% recycled paper for customer communications.

Decreased use of plastic

Installation of a water fountain directly connected to the tap (without a plastic bottle).

Plastic bottles have been replaced by glass water bottles for our employees and glass carafes/glasses for guests.

Paper cups and plastic stirrers have been replaced by coffee/tea cups and silver spoons.

Training for all employees

Training session carried out by our waste collector company (Société Monégasque d'Assainissement) to Monaco Asset Management employees on waste management and recycling.

Social



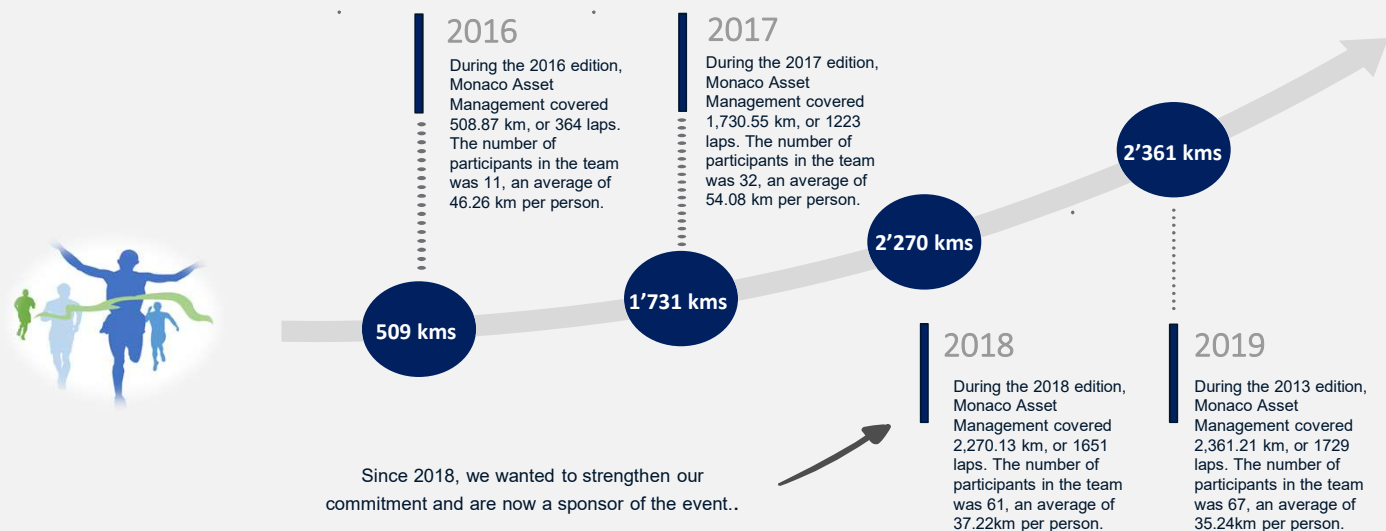
No Finish Line

What is it ?

The solidarity event placed under the high patronage of his serene highness Sovereign Prince Albert II launched back in 1999 is a race open to anyone. Its principle is simple and accessible to anyone who wishes to participate. People walk or run around a circuit of approximately 1.4kms open 24 hours a day for 8 straight days for as long and as many times as they wish. For each kilometre covered, Children & Future donates 1 euro to support projects for disadvantaged or sick children. The association's objectives are to promote and contribute to the support and respect of children's rights across the world by carrying out or supporting projects that improve their living conditions in terms of health, education, hygiene, and nutrition.

MAM Engagement

Each year since 2014, the firm has been participating as a team. In 2018, we enhanced our commitment, and are now an official sponsor of the event meaning Monaco Asset Management is committed to donating 1 additional euro for each kilometre covered by a member of its team, which is not restricted to its own employees. Our employees collectively covered more than 6,800kms since 2016 and our commitment has only been increasing year after year with more than 4,600kms covered between the 2018 and 2019 editions. This means thousands of euros have already been distributed to the Children & Future association.





Indigo



What is it ?

The association founded in 1993 at the Lénval Hospital in Nice by Dr. Mireille Kreitmann, a psychologist in the hemato-oncology department, has been enabling children suffering from tumours, leukaemia, or HIV infections to continue to develop their creative abilities through multiples activities.

These moments of joy shared between patients and nurses allows each and everyone to overcome the locks behind which all can hide their personal anxieties and feelings and allow them to see or live the disease from a whole different perspective.

MAM Engagement

Each year since 2004, Monaco Asset Management has been offering a special day to a dozen children from the Nice hemato-oncology department on the opening of the Monte-Carlo Rolex Masters tennis tournament at the Monte Carlo Country Club.

Over the years, a special relationship has been developed with some players who offer a moment of sensitivity, kindness, and autographs on the courts after a training session

Charities



Monaco Asset Management also financially supports charities. Among others :

Princess Charlene of Monaco Foundation



Launched on 14 December 2012, the primary objective of the Princess Charlene of Monaco Foundation is to save lives by putting an end to drowning. Its missions are to raise public awareness about the dangers of water, teach children preventive measures and teach them to swim. The World Health Organization estimated that 360,000 people drowned worldwide in 2015 : - More than 40 fatalities every hour - More than half the victims are under the age of 25 - Children under the age of 5 are the most affected. When a drowning is non-fatal, often the victim is left with severe aftereffects, in particular neurological. A number of "Learn to Swim" and "Water Safety" programmes have been implemented around the world in order to fight against this scourge. The Foundation's actions are also based on the values of sport such as discipline, self-respect and respect for others, determination and team spirit. The "Sport & Education" programme uses sporting activities as tools to contribute to the well-being and development for all children no matter their origin or circumstances. Since the Foundation's creation close to 730,000 people, mainly children, benefited from these three programmes in 34 countries

<http://www.fondationprincessecharlene.mc/en>

Friends of Conversation



FOC was founded in 1982 to help prevent wildlife and habitat degradation in the Masai Mara - one of the most ecologically important regions of the world. Over the last 34 years we have become an organisation with a reputation as one of East Africa's leading conservation bodies and work alongside some of the most progressive minds in this arena. At the beginning of the 1990s our activities expanded to cover projects around the world and we also included in our focus not only the wildlife, but also the local communities whose lives are inextricably entwined with the wildlife and habitats we are working to protect.

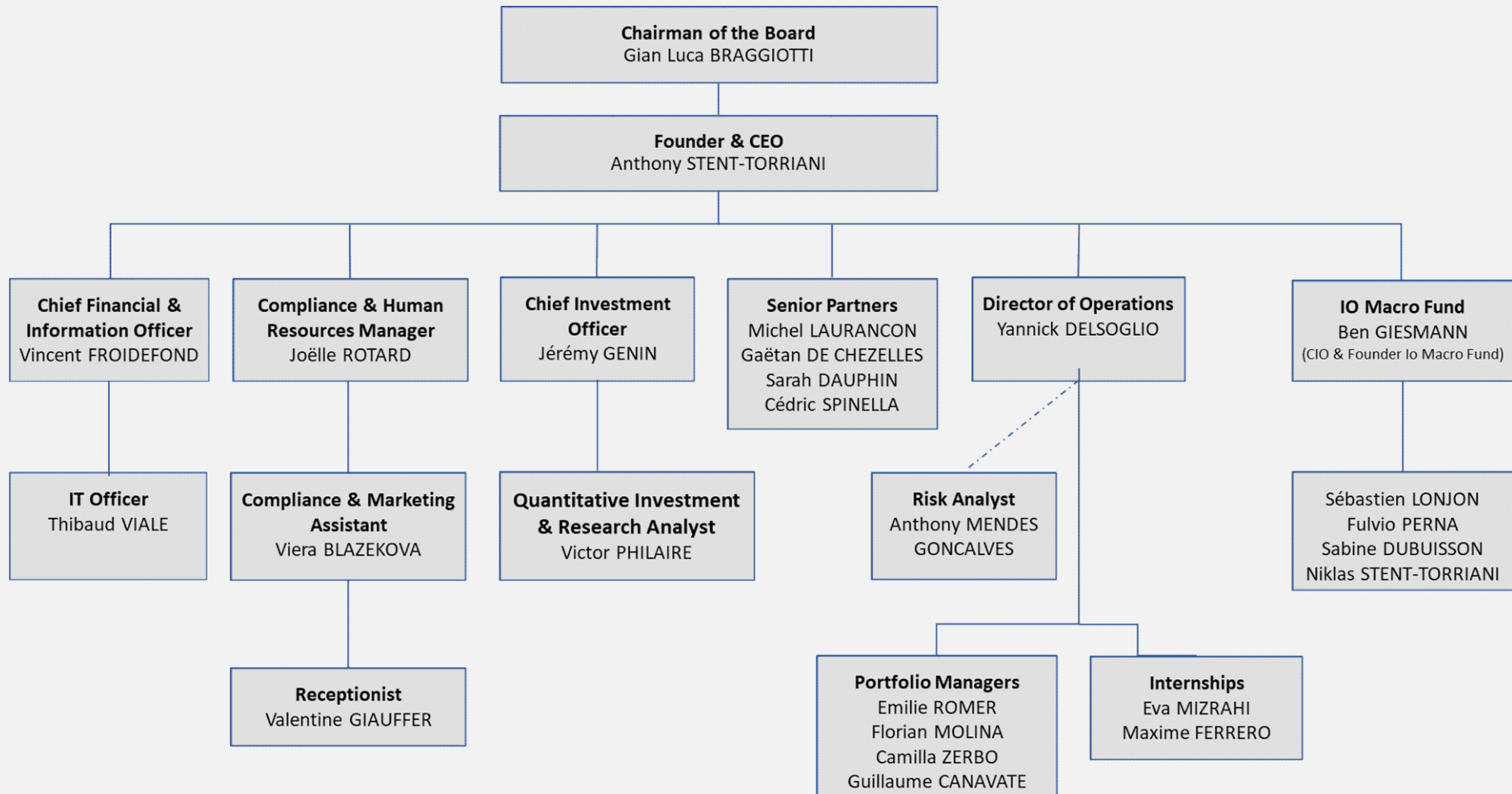
<https://www.foc-uk.com/>

Governance





Organizational Chart





Gender balance

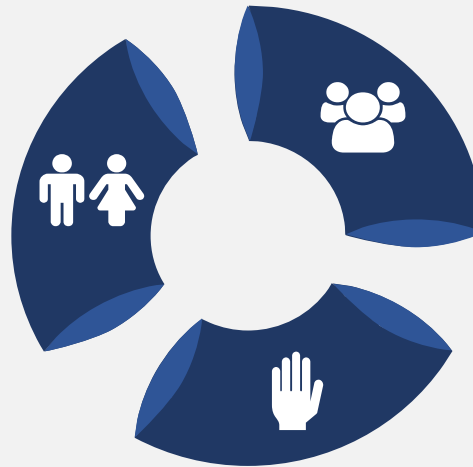
In 2019 our total workforce consisted of 24 people of which 7 are women (29%).

Equal pay

Monaco Asset Management ensures that for equal work both women and men received equal pay.

Charter for gender equality at work

In 2019, alongside the Department of Social Affairs and Health of Monaco, Monaco Asset Management signed the charter for gender equality at work. Its principle is to participate in a process of progress towards gender equality, to fight against gender stereotypes in the workplace, to integrate awareness-raising and to promote gender diversity and professional equality.



Youth integration

In 2018, Monaco Asset Management signed a protocol with the Monegasque state relating to the integration of young Monegasque graduates and residents into the workforce.

Charter against harassment at work

Monaco Asset Management signed the charter against harassment at work in 2019. A person has been designated as a confidant to promote communication and set up an alert system.

Training & Education



AMAF Professional Certification

All of our employees working as managers, salespersons, financial analysts, and traders obtained their professional certification containing a technical section (unless they already have a foreign certification) and a conformity section.

<https://www.amaf.mc/fr/formation/certification-professionnelle>



Highly Qualified People

18 of the 24 employees have a Masters Degree.

Continuous training and work-study

Monaco Asset Management also contributes to the continuous training of its employees by financing all or part of this training.
Examples of training: CFA, EMBA, License

Monaco Asset Management also establishes work-study contracts to promote the acquisition of skills and professional experience

Business Ethics



Monegasque Association of Financial Activities

Anthony Stent-Torriani our CEO is also vice president of AMAF. The purpose of this association is to be the professional body of approved establishments exercising a banking or financial activity in the Principality, to ensure the representation of the Place, in particular with the Public Authorities, to take any action and play a leading role in promoting the development of the Place de Monaco. AMAF also publishes professional recommendations for its members to help guide them towards good financial activity within the principality.

<https://www.amaf.mc/>



AMAF Confidentiality Certification

All of our employees, including interns working at the firm, must attend a seminar on confidentiality to be certified by the AMAF. This has to be renewed every 3 years

<https://www.amaf.mc/fr/formation/certification-confidentialite>

Constant formation at annual Seminar on Anti-Money Laundering & Anti-Corruption

Each year, a seminar is organized to provide training to all employees on anti-money laundering and anti-corruption practices.

No conflicts of interest, Transparency and Independence

MAM is fully independent and free from conflicts of interest : No fee retrocession agreements with our counterparties, which allows us to negotiate advantageous fees on behalf of clients. Portfolio allocations are changed only when it is genuinely opportune to do so. Our fee structure is fully transparent and beneficial to clients.

Monaco Asset Management is fully independent, thanks to its shareholder base of local entrepreneurs.

Internal Regulations

Monaco Asset Management has internal regulations in order to supervise best practices within our establishment.

Supervision & Audit



Our activity is regulated, controlled and audited by several stakeholders:

Financial Circuits Information and Control Service: SICCFIN is the national central authority specializing in the fight against money laundering, terrorist financing and corruption (LAB / CFT-C). It also participates in these areas, to several international organizations (MONEYVAL, GRECO, EGMONT Group) and has signed bilateral administrative cooperation agreements with around thirty foreign counterparts. This unit is also responsible for: controlling and ensuring, with the professionals concerned, the correct application of the LAB / CFT-C system.

Financial Activities Control Commission: the CCAF is an independent administrative authority responsible for supervising the financial activities of the Monegasque market. Monaco Asset Management has been accredited since February 1999.

An external audit is carried out by Ernst & Young every year.

We ask KPMG to perform additional audits twice a year. These allow us to continuously strengthen our internal controls at all levels (compliance, legal, risk, etc.).

Each year, our auditors issue a report delivering their opinion on the regularity and fairness of the company's accounts.

IT Structure & Data privacy



Monaco Asset Management has built a highly reliable and scalable computing infrastructure, and its target is to fulfil ANSSI standards before 2022. Most of the goals are achieved in terms of security, the Company has written procedures and constantly revises them. They are submitted to a full audit by a validated tier.

Since our activity gives us access to private and confidential information, the security of our IT structure is fundamental for us. This system is subject to control by the Commission for the Control of Nominative Information. This oversees our activity and monitors compliance with the obligations we have as a private sector company to ensure the security and confidentiality of the information we process on a daily basis.

Responsible Investments



Impact Investing



Impact investing refers to investments made into companies, organizations, and funds with the intention to generate a measurable, beneficial social or environmental impact alongside a financial return. Doing good while doing well. We believe in the construction of a portfolio that can achieve similar risk-adjusted returns than a traditional portfolio, while allocating 100% of the capital to investments that have a tangible impact with regards to the 17 United Nations Sustainable Development Goals.

Our edge comes from the ability to source unique impact investing opportunities across asset classes. Our mission is to generate strong risk-adjusted returns with maximized impact. We regularly review the performance and impact of the strategy to ensure that our mission of “impact without sacrifice” is respected.

We see in financial markets that the shift from traditional portfolios to ESG-focused portfolios is happening now. Indeed, more than half of global asset owners are currently implementing or evaluating ESG considerations in their investment strategies.

The number of signatories of the UN-backed Principles for Responsible Investment has increased from 63 investment companies in 2006 to more than 2,500 in 2019 (with \$81.7tn AuM).

BAML estimates that 25% of the shares on issue by US corporates are held by firms employing sustainable investing strategies.

On the investor side, we are also seeing changes. Beneficiaries and clients are increasingly calling for greater transparency about how and where their money is invested. This is driven by a growing awareness that ESG factors influence company values, returns and reputation, and by increasing focus on the environmental and social impacts of the companies they are invested in. Negative screening, which excludes certain sectors, companies or practices, is the most widespread approach to integrating values in a portfolio or fund.

In a Morgan Stanley Survey, 66% of the high net worth millennials think that their investment decisions are a way to express their social, political or environmental values. 80% of institutional investors have an ESG component to their investment strategy.

Additionally, 66% of these institutional investors say their ESG strategy generates higher returns, and believe ESG will soon become the norm.

We believe in the construction of a portfolio that can achieve similar risk-adjusted returns as a traditional portfolio, while allocating 100% of the capital to investments that have a tangible impact on society.

Impact Investing Mandate



We have expanded our management offering by proposing an “impact investing” mandate. Its important to us to expand our range to be in synch with our business strategy and meet the growing needs of our customers.

Our mission is to generate strong risk-adjusted returns with maximized impact. We regularly review the performance and impact of the strategy to ensure that our mission of “impact without sacrifice” is respected.



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MAM is registered with the Monaco Chamber of Commerce and Industry under the number 99S03612 and is approved by the Commission for the Control of Financial Activities under number SAF/99-03.

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