



# **Sustainability Report**

## **(Article 29 Energy- Climate Law Report)**

### **Qube Research & Technologies SAS**

#### **27 June 2024**

The present Report relates to the application of Article 29 of the Energy and Climate Law (Loi Energie-climat, LEC) n°2019-1147 of November 8, 2019, and the decree n° 2021-663 of May 27, 2021. Accordingly, this Report includes data applicable to Qube Research & Technologies SAS ('QRT SAS') for the financial year ended December 31, 2023. It is accessible via the global Qube Research & Technologies website: [About us \(qube-rt.com\)](https://qube-rt.com)

Qube Research & Technologies is a global quantitative and systematic investment manager, operating in all liquid asset classes across the world. We are a technology and data driven group implementing a scientific approach to investing. Combining data, research, technology and trading expertise has shaped QRT's collaborative mindset which enables us to solve the most complex challenges.

QRT SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands.

#### **A. The entity's general approach to environmental, social and governance criteria**

##### **A.1 Summary of approach**

Whilst QRT considers potential environmental, social and governance factors in the operation of the management company, these factors are not considered when making investment decisions; the firm's current fund management mandates are to seek financial risk-based returns and as such this is the primary focus for the investment committee. QRT monitors developments in reporting practices and may consider these factors in the future if it deems it practical and appropriate.

QRT SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands and no specific ESG procedures have been provided as part of the delegation.

##### **A.2 Content, frequency and means used to inform subscribers, members, contributors, beneficiaries, or customers about the ESG criteria taken into account in the investment policy and strategy**

QRT SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands. The investment manager is authorised and regulated by the Financial Conduct Authority in the UK and is not subject to European regulation and as a result does not provide extra-financial reporting on the funds.



The following table highlights the current Reporting by the company.

Qube Research and Technologies SAS	Frequency of update
Remuneration policy in accordance with article 5 SFDR Disclosure	Annually
Non consideration of the Principal Adverse Impacts in accordance with article 4 SFDR Disclosure	Annually
Article 29 report	Annually
Group ESG policy and report	Annually

Qube Research and Technologies' Ltd, regulated by the FCA, is the primary manager based in the UK and is responsible for collating information and for the production of fund reports.

A.3 Adhesion of the entity or of certain financial products, to a charter, code, initiative or label on taking ESG criteria into account, as well as a brief description of these criteria.

QRT, at a corporate level, is united by a shared ambition to build a uniquely sustainable business in scientific investing. While fulfilling our fiduciary duty, we are committed to consider ESG factors and incorporating them into our corporate strategy. We believe this approach is fundamental to long-term success and allows us to mitigate the environmental impact our operations may pose to investors, customers, employees, and communities. This report establishes a reference framework to guide and strengthen our sustainability efforts and to commit to socially responsible behaviour regardless of where we operate. Incorporating a process which allows us to consider and address ESG factors is integral to our long-term success and that of our investors. We strive to fulfil our obligations to the environment, society, and stakeholders by acting as a responsible corporate citizen. Our approach includes a robust governance framework, making a positive impact on the communities where we operate, and minimising the environmental footprint of our global operations. It is also important to note that we acknowledge the UN Global Compact and United Nations Environment Programme Finance Initiative (UNEP FI).

We consider our own corporate social responsibility along 4 pillars:

- Strong Governance
- Collaborative Work Environment
- QRT for Good: A Culture of Giving Back
- Sustainable Operations



## **Environmental**

QRT recognises the need to protect the natural environment and endeavour to do our part to reduce waste, conserve energy and reduce our carbon footprint.

The diligent management and protection of natural resources is of great importance to us. Our initiatives to protect the natural environment, include reducing waste, conserving energy, and reducing our carbon footprint. Our main global offices:

- Are equipped with sensor-based lights.
- Are equipped with sensor-based or automatic water taps.
- Engage in plastic and paper waste recycling.

Cycle-to-work programmes in our European offices promote an active and healthy lifestyle for our staff and reduce our carbon footprint. 20% of our Paris office staff are already benefitting from this programme.

2021 was the inaugural year of QRT's participation in international travel related CO2 emissions offset programmes. We used ClimateCare to purchase third-party verified and audited carbon credits to support social and environmental impact projects in Low- and Middle-Income Countries (LMICs). We continue to offset CO2 emissions by using external partners including Carbon Footprint.

## **Social**

In 2023, we launched our first global internal Culture Survey. The objective of the survey was to ensure that individuals across the organisation have a forum to express themselves and identify best practices, articulate initiatives, recommend improvements, and where necessary, to highlight concerns.

Key highlights of the survey include:

- 90% shared that the morale of the team they work in is good.
- 91% of us would recommend QRT to a friend.
- 88% of us are happy with their current role.
- 94% understand how their role contributes to firm's performance.

We welcome diversity and consider it essential to our success and longevity. QRT empowers employees to work openly and respectfully to achieve collective success. In addition to fostering professional achievement, we offer initiatives, programmes, and a variety of training to enable employees achieve a healthy work-life balance. The diversity of our workforce is testament to our approach to inclusion. Across our nine global offices, we are proud to employ people of more than 50 different nationalities across a wide age group (as of December 31, 2023).

The firm's deferred compensation plan brings alignment of interest with external investors and provides opportunities for long-term wealth creation for staff. The plan gives employees exposure to the performance of the funds managed by QRT. With more than 40% of global staff having exposure, this broad participation underlines the firm's commitment to its work force. As QRT continues to expand and open new offices worldwide, we have engaged with reputable design and fit-out

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companies to provide high-quality office space. We are committed to provide safe and welcoming work environments and to ensure that our standards remain at the highest level we have an ambition to achieve a Wellbeing or Leadership in Energy and Environmental Design (“LEED”) accreditation for new offices. Wherever possible, it has been mandated that offices are designed and developed around sustainable material use.

### **Governance and Monitoring of the ESG Policy at a corporate level**

QRT’s investment strategy for the Funds it manages does not incorporate sustainable investment objectives, and therefore does not prioritise environmental or social characteristics under the Sustainable Finance Disclosure Regulation (SFDR).

At QRT, our governance framework is spearheaded by the QRT Board of Directors<sup>1</sup>. The Board is responsible for setting, executing, and communicating the firm’s strategic development, ensuring the firm is run in a compliant manner with appropriate risk management, and that it has appropriate levels of financial and non-financial resources.

We began our ESG journey in 2020. To further strengthen the firm’s focus on ESG related matters, the firm established an ESG Working Group at the end of 2023. Additionally, ESG was made a standing agenda item at our Board meetings.

The Board is ultimately responsible for the day-to-day management of the firm, it is responsible for regulatory compliance, managing conflicts of interest, promoting the right corporate culture and overseeing remuneration. It is supported by global committees, including the newly created ESG Working Group and a well-resourced compliance function to ensure the implementation of the firm’s ethos, practices, and controls across its global offices.

A selection of the codes and programmes contained in the Manual includes the **Code of Conduct** which sets out clear rules and expectations for employees to conduct their roles with the highest ethical integrity, skill, care, and diligence. Additionally, the firm’s **Whistle-Blower programme** establishes procedures for staff to report their concerns and clearly identifies QRT’s Whistleblowing Champions. The **Anti-Bribery policy** lays out the controls to prevent bribery.

We are committed to provide equal employment opportunities to all employees and we do not tolerate any discrimination. **The Equal Employment and Dignity at Work** policy sets forth the standards for all employment-related decisions, such as hiring, training and development, compensation, promotion, benefits, disciplinary action, and termination. These decisions must be made on the basis of an individual’s qualifications, performance, and behaviour or other legitimate business considerations.

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<sup>1</sup> The Board of Directors of QRT Ltd, QRT SAS’ parent company.



**B. List of financial products mentioned pursuant to Articles 8 and 9 of Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019 on the publication of sustainability information in the financial services sector (SFDR)**

List of financial products and overall percentage of assets under management that take into account environmental, social and governance criteria as part of the total amount of assets managed by the entity.

QRT SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands. None of the funds, whether managed directly or indirectly, are classified article 8 or 9.