



# **Sustainability Report**

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

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

### **30 June 2025**

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 Paris SAS ('QRT Paris SAS') for the financial year ended December 31, 2024. 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 Paris SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands, and as a manager of an Irish DAC.

#### **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 Paris SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands and as a manager of an Irish DAC. No specific ESG procedures have been provided as part of the delegation and investment activities.

##### **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 Paris SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands and as manager of an Irish DAC. The investment manager of the funds and parent company of QRT Paris SAS, Qube Research and Technologies' Ltd ("QRT London Ltd"), 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 produced by the Group.

Qube Research and Technologies Paris 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

QRT London 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 guiding principles:

- Strong Governance
- A Collaborative culture, where everyone can grow
- QRT for Good: A Culture of Giving Back
- Sustainable Operations



## **Environmental**

QRT recognises the need to protect the natural environment and believe in a frugality approach-making smart use of resources, reducing waste, conserving energy and being mindful of our carbon footprint.

The diligent management and protection of natural resources is of great importance to us.

Our offices are designed with this in mind, using sustainable materials whenever possible. Our newly opened offices in Dubai and London reflect this commitment, holding LEED<sup>1</sup> and BREEAM<sup>2</sup> certifications.

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.

Our London headquarters leads the way in implementing a carbon-neutral approach. In 2024, we consolidated several sites into a single central location, selected for its sustainable infrastructure. The new building features enhanced waste management systems and access to environmental performance metrics through the landlord's Energy Management System. The move has enabled the office to achieve 100% waste diversion from landfill, and our energy is from 100% renewable sources, further reinforcing QRT's commitment to sustainable operations and resource efficiency.

Cycle-to-work programmes across most of our European offices promotes an active, healthy lifestyle while helping reduce our overall carbon footprint. In Paris, for example, 20% of employees benefit from this scheme.

QRT continues to collaborate with the Carbon Footprint Organisation to achieve carbon neutrality. Our carbon offset journey began in 2021 when QRT first participated in international travel related CO2 emissions offset programmes. Since then, we successfully continued to offset carbon emissions for global travel operations and also since 2022 from our London office. With the support of the Carbon Footprint Organisation, we have selected verified offset projects focused on global reforestation and afforestation.

## **Social**

In 2023-2024, we launched our first global internal Pulse Survey, giving employees a forum to share feedback, highlight concerns, suggest improvements, and surface best practices

More than 90% of respondents said team morale was high and that they would recommend QRT to a friend.

A second global survey was launched specifically on internal communications to assess how effectively information flows across the organisation, identify opportunities for improvement, and collaborate on testing new communication solutions.

---

<sup>1</sup> Leadership in Energy and Environmental Design (LEED)

<sup>2</sup> Building Research Establishment Environmental Assessment Method (BREEAM)



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 twelve global offices, we are proud to employ people of more than 70 different nationalities across a wide age group (as of December 31, 2024).

With QRT growing from 1000 to 1400 employees in just a year, we continue to scale at pace, with people at the heart of that growth. With that comes the responsibility of ensuring that each new joiner feels supported, included, and ready to contribute from day one.

QRT 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 collective success. As QRT continues to expand and open new offices worldwide, we have engaged with reputable design and fit-out 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.

As required by law, QRT Paris SAS has defined a target for balanced representation of women and men within the bodies and teams responsible for investment decisions. As of December 31, 2024, the female-to-male ratio in the teams responsible for investment decisions is 5%.

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

QRT Paris SAS's investment strategy for the Funds and mandate 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 championed by QRT London Ltd Board of Directors ("The Board"), which sets and communicates the firm's strategy, oversees compliant operations with sound risk management, and ensures adequate levels of financial and non-financial resources. Regional and local Boards and Directors are tasked with maintaining a consistent strategy while ensuring alignment with local compliance requirements.

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 Group, which includes oversight of regulatory compliance, managing conflicts of interest, promoting the right corporate culture and overseeing remuneration. It is supported by global committees, including an ESG Working Group and a well-resourced compliance function to ensure the implementation of QRT's ethos, practices, and controls across its global offices.

QRT's Compliance Manual includes policies and procedures which sets out clear rules and expectations for employees to conduct their roles with the highest ethical integrity, skill, care, and diligence.

QRT Paris SAS Sustainability Report – LEC 29 - June 2025

© 2025 Qube Research & Technologies Limited and/or its affiliates. All rights reserved.



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 including the prohibition of any cash gifts and compliance pre-approval before interaction with governments officials.

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.

**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 Paris SAS currently acts as manager by delegation of several funds incorporated in the Cayman Islands and as manager of an Irish DAC. None of the funds or mandate, whether managed directly or indirectly, are classified article 8 or 9.