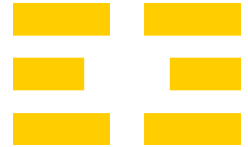




# Amundi

Locations: France (HQ)  
Industries: Diversified Financials

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

Amundi is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

Amundi is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (1)(2). The company integrates ESG into its business practices. From its 2024 Code of Conduct: "by incorporating environmental requirements into its supplier-selection criteria" (3). The company promotes divisive sex and gender policies. Its 2024 Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (4). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk**

Amundi will not match employee donations to churches or religious organizations. "For a receiving organization to be eligible for an Amundi US matching gift it... must not have any religious or political affiliation" (1).

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

Amundi requires unconscious bias training for managers and employees (1). The company appears to prioritize diversity over merit in its leadership composition. From its 2024 Corporate Governance: "The Board of Directors' diversity policy seeks, through the profile of each of its members... to ensure a diversity of cultures, in line with the needs of the Company" (2). The company appears to prioritize diversity over merit in its recruitment and promotions. From its 2023 Corporate Social Responsibility Report: "contributing to equal opportunities; which involves recruiting and promoting employees who, through their professionalism and diversity, are the driving force behind the company's development" (3). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. The company is seeking "a minimum of 40% of women on the Executive Committee by 2029" (4). The company protects its employees against viewpoint discrimination (5).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**High Risk**

*Amundi is a member of Climate Action 100+, committed to carbon neutrality by 2050 (1)(2). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (3). The company is committed to net zero carbon emissions by 2050 (4). The company supports DEI within its business practices, hosting an Equality, Diversity and Inclusion Steering Committee (5). The company supports DEI within its business practices. From its Corporate Social Responsibility Report: "Amundi believes that the diversity of all its employees, their integration and the promotion of all talents are essential to help spearhead its development" (6). The company supports ESG within its business practices. From its Corporate Social Responsibility Report: "Societal engagement is thus one of the four founding pillars of the company. It is based on three convictions:... accelerating our ESG commitments will be our primary growth driver around the world" (7). The company offers several ESG-focused investment funds, though the company still offers its traditional funds (8). The company was part of the Net Zero Asset Managers initiative, committed to carbon neutrality with its investments by 2050 (9)(10)(11).*

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.**

**Lower Risk**

*Amundi has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).*

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes.**

**N/A**

*Amundi does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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