

As the COVID-19 pandemic continues to evolve, we have put the following plans into action. Our plans will change as the situation warrants.

- A Crisis Communication Team created in February is tasked with ensuring that our Business Continuity Plan is being effectively implemented. This team meets frequently to ensure readiness.
- On March 12th, we conducted a test of our work-at-home capabilities, and the exercise was successful.
- On Friday, March 13th, we implemented a work-at-home operating environment through May 4th. This policy applies to all US offices. For those employees who need to travel to our US offices, we have recommended they do not take public transportation.
- Amundi offices outside the US are responsible for local governance and have implemented business continuity plans.
- On Monday, March 23rd, the Governor of Massachusetts issued a new advisory requiring all non-essential businesses in the State to close effective March 24. The financial services industry provides critical essential functions, and we will continue to rotate a small number of employees to the office as needed. We are careful to ensure that the number of employees in our offices are within social distancing guidelines. Our offices are deeply sanitized twice per week.
- We have prohibited all business travel. For personal travel, we have encouraged employees to take necessary precautions based on guidelines of health officials and government authorities, discuss with their manager, and self-quarantine upon return.
- Our Crisis Communications Team is focused on ongoing business continuity and maintaining the health and well-being of our employees. We have established a dedicated employee website with resources, guidelines and helpful tips as we manage through this unprecedented environment.
- IT produces a daily management report ensuring that we are meeting metrics for business continuity and client support.
- Our third-party vendors have provided us with their BCP plans for the COVID-19 environment.
- At Amundi Pioneer we routinely test our business continuity plans and update plan on an annual basis.