

“**A CSR roadmap is a long journey: monitoring targets, analysing KPI evolution and taking new actions. The important thing is to keep ambition going forward.**”

**Isabelle Cabie**

Global Head of Corporate Sustainability



### Can you describe the commitments behind Candriam's roadmap?

Last year, Candriam launched its CSR roadmap for the next five years, which sets target-dedicated KPIs<sup>(1)</sup> for each of our CSR pillars across staff, clients, the operational chain, and the community. Our plan is to monitor the targets and analyse the evolution, and identify where and why they are not being met, whether this pertains to an internal evolution or a service provider contribution. We will then take action to correct those situations. The important thing is to keep ambition going forward. Of course, we appreciate that our processes may have to evolve depending on market and other economic developments.

We are also planning to continue with external commitments, for example, Women in Finance in Belgium, in addition to benchmarking our own practices.

Ultimately, our goal for the coming years is to continue delivering what we promise to clients by adding value in nimble and clever ways, and balancing the importance of looking at ESG considerations with the need to generate risk-aware financial value. We prize the strong relationships we have with our clients, which is why we want to continue attracting and retaining motivated and accomplished people.

### DEVELOPING & MONITORING OUR CSR ROADMAP



(1) Key performance indicators.

### What do clients say are their top ESG issues?

Climate change remains the number one concern for clients. We are also seeing clients becoming more focused on social issues. One of the most significant is ensuring that value chains respect human rights. It's important that companies do their due diligence on this issue and are transparent in monitoring these activities.

In terms of emerging issues, I think there will be more focus on wealth inequality, although it is difficult to demonstrate the materiality of this issue.

### Has Candriam seen notable progress on ESG in the last year? And what progress has Candriam made in 2021?

I think that over the last couple of years, we are finally seeing everyone moving in the same direction when it comes to sustainability practices. We are at a turning point, with sustainable investments gaining in maturity and different stakeholders working together to drive this agenda forward.

While we are seeing good progress in Europe and also the US, there will be challenges moving ESG forward in other parts of the world where there is weaker regulation and commitment. The good news is that countries outside Europe are increasingly looking to see how ESG is implemented here, which means Europe has to further take the lead and be a role model for other geographies. Candriam itself remains at the forefront in ESG Investments with 67% of our AUM being **ESG-related at year end 2021**,<sup>(1)</sup> and by joining the Net Zero Asset Managers initiative. •



<sup>(1)</sup> Article 8 or 9, according to the Sustainable Finance Disclosure Regulation. "Article 9" products have defined and quantifiable ESG (Environmental, Social and Governance) objectives. They are products with a social or environmental objective, aligned with the definition of sustainable investments. "Article 8" products do not have a defined ESG objective but take ESG criteria into consideration when constructing their portfolios