

Corporate Social Responsibility Report 2024

Driving progress
for people and
the planet

2024





Contents.

Message from our CEO, Vincent Hamelink	4	Responsible Operations and Supply Chain	48
Business Model	6	Responsible Citizens	60
Sustainable Investing	26	Candriam’s Awards	72
Clients	34	Candriam’s KPIs	74
Responsible Employer	40	Appendices	82



Vincent Hamelink
Chief Executive Officer

The challenges facing our world today are complex and urgent. From changing weather patterns and biodiversity loss to social inequalities, economic uncertainty and geopolitical tensions, it is clear that our collective future hinges on the choices we make today.

At Candriam, we believe our role as investors carries both opportunity and responsibility. Our Corporate Social Responsibility (CSR) Report details how we strive to embrace both. Our commitment to responsible investment is embedded in the way we manage assets, engage with stakeholders and operate our business.

In 2024, 75% of our assets under management were allocated to strategies applying environmental, social and/or governance (ESG) principles beyond our controversial activities exclusions, and 89% were classified as Article 8 or 9 under the EU's Sustainable Finance Disclosure Regulation (SFDR). These figures reflect our sustained focus on integrating sustainability principles across our investment activities.

At the same time, we look to create long-term value for investors by offering strategies that meet their financial, sustainability and risk

“**The choices we make today shape the world we create for tomorrow. Let us invest in a future where responsibility and opportunity go hand in hand.**”



management goals. The average length of our ongoing business relationships through fund investments is 5.9 years, and in 2024 we launched the Client Journey Project, aiming to enhance the client experience even further.

Stewardship, too, continues to be a cornerstone of our approach. In 2024, we engaged with 226 individual corporate issuers and voted on nearly 25,000 shareholder resolutions. This active engagement helps us support companies in strengthening their practices on issues including climate action, board diversity, human rights and business ethics.

Beyond our investment activities, we continue to make progress in reducing the environmental footprint of our own operations. I am pleased to share our combined Scope 1, 2 and 3 emissions (business travel only) have fallen by 44% compared to pre-Covid-19 levels – an impressive reduction that reflects initiatives including expanding the electrification of our carparks, implementing a Green IT roadmap and transitioning our London office to LED lighting, all of which were carried out in 2024.

Recognising the urgent need to protect nature, we also published our Biodiversity

Strategy in 2024. This outlines our approach to understanding and managing the risks and opportunities linked to biodiversity loss and demonstrates our commitment to preserving the ecosystems upon which our economies and societies depend.

Of course, social responsibility cannot be tackled in isolation. We aim to advance education and social impact through initiatives such as the Candriam Academy, which now counts over 16,400 members in 116 countries, and the Candriam Institute for Sustainable Development. In 2024, the Institute provided digital learning tools to schools and organisations in Africa and supported social entrepreneurs promoting climate resilience in Germany. Through initiatives such as these, we strive to cultivate a culture of social responsibility and change.

At Candriam, our purpose – Investing for Tomorrow – guides our every action. It is a purpose built on responsibility and a commitment to creating long-term value. I invite you to explore this report and learn more about how we are turning that purpose into tangible outcomes for investors and communities.

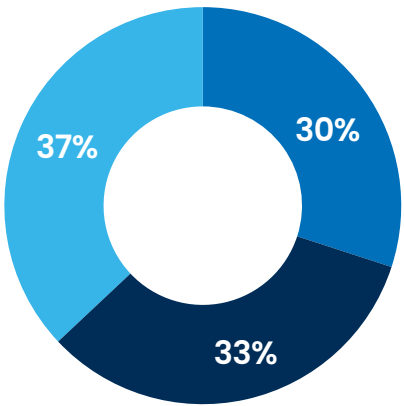


Business Model.

Candriam at a Glance

Candriam is a mid-sized European multi-specialist asset manager with a global reach. A pioneer in sustainable investing since 1996 and a United Nations Principles for Responsible Investment signatory since 2006, we manage approximately €155 billion in assets as of 31 December 2024. More than 90% of our 603 professionals are based in key management offices in Luxembourg, Belgium, France and the UK. We serve institutional investors and financial distributors across Europe and beyond.

Allocation by asset type



- Fixed Income
- Multi-Assets
- Equity



- Management center
- Representative offices or branches and distribution subsidiaries
- Commercial coverage

Our Mission

to provide asset management services driven by conviction and responsibility.

Snapshot as of 31 December 2024

€155bn
in assets under management (AUM)¹

75%
of AUM in ESG-related investments²

603
employees

4
management offices:
Luxembourg, Brussels, Paris and London

1. AUM as of 12/31/2024. AUM includes certain assets, such as non-discretionary AUM, external fund selection, overlay services, including ESG screening services, advisory consulting services, white labelling services, and model portfolio delivery services that do not qualify as Regulatory Assets Under Management, as defined in the SEC's Form ADV.
2. Assets applying various sustainability approaches other than the companywide controversial activities exclusions. For more information, please see the Candriam Exclusion Policy



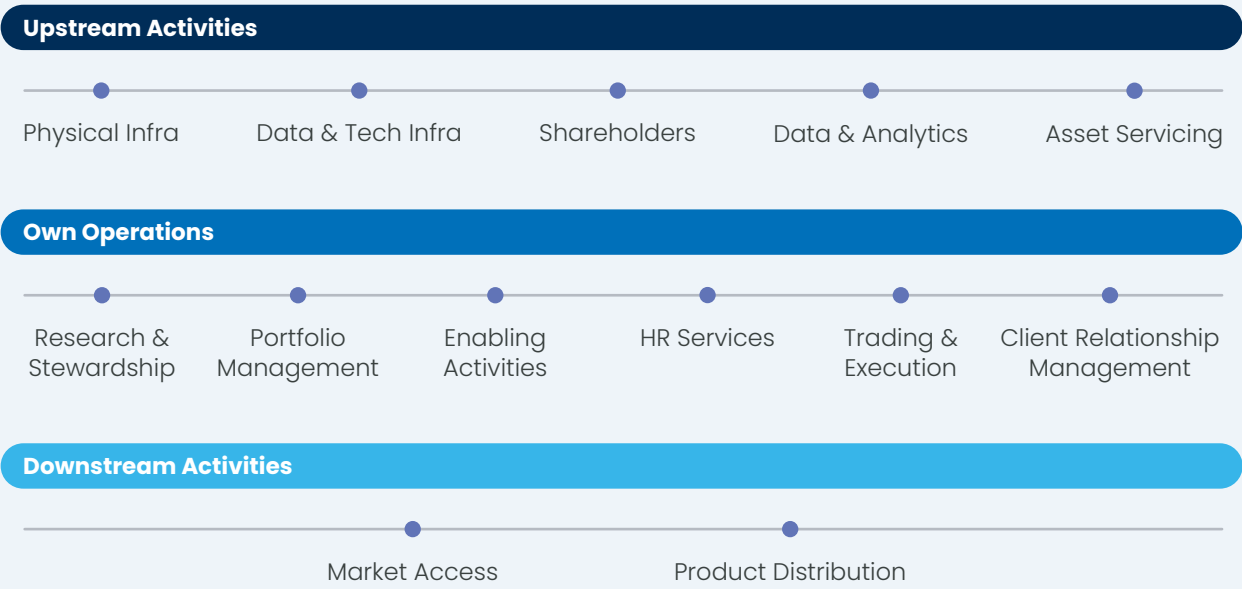
Our Purpose and Business Model.

We strive to create long-term value for our stakeholders by offering investment propositions that meet our clients’ financial goals and sustainability objectives while managing risks.

We take a long-term, respectful approach to all our stakeholders, such as clients, staff, shareholders, investees, suppliers and society and the environment as a whole.

These goals encapsulate our purpose:
Investing for Tomorrow.

Our value chain and main stakeholders:



Main stakeholders for main activities across the value chain:

- | | | |
|--|---|--|
| • Civil Society Actors, NGOs, public opinion/media | • Delegated management firms | • Industry Associations & Peers |
| • Clients and Fund investors (Financial Distributors, Institutional clients, Fund investors) | • Financial Markets | • Investee Companies & Sovereigns/Supranationals |
| • Counterparties & Brokers | • Financial Sector Supervision Authorities and Regulators | • Shareholder(s) |
| | • Impacted Communities (incl. charitable beneficiaries) and Environment | • Staff & Social Partners |
| | | • Third-Party Providers/Suppliers |

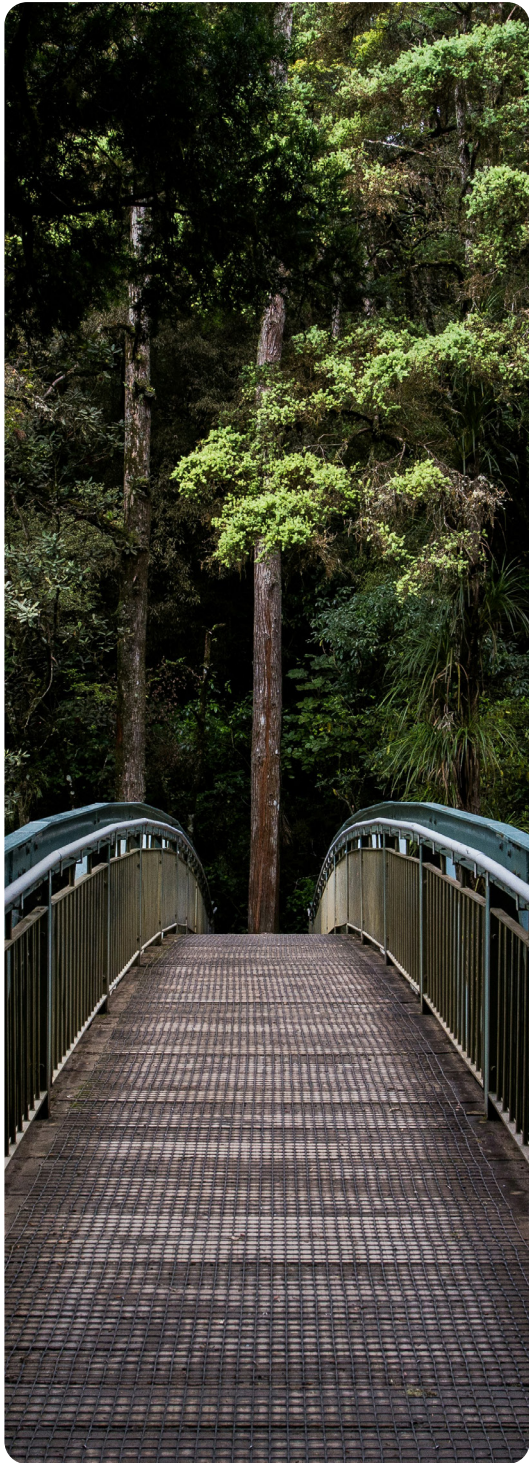
Candriam is a subsidiary of New York Life Investments, the global asset management arm of New York Life Insurance Company. In addition to our core investment capabilities in listed securities, we also offer our clients access to real estate, private debt and private equity investment strategies through a diversified network of partnerships across Europe and the US. We manage assets on behalf of clients via collective fund vehicles (UCITS and AIFM) and individual institutional mandates. As a European business-to-business asset manager of listed securities, we are part of a strongly regulated ecosystem.

Our value chain spans from our infrastructure (upstream) to delivering long-term value to clients (downstream). Our in-house teams for financial and extra-financial research generate insights that inform the investment decisions of our portfolio management teams. Our stewardship team engages with companies to inform investments selection and so contributes to driving sustainable outcomes aligned with our clients’ objectives.

These core functions are complemented by dedicated corporate and enabling functions. Our local client relation teams manage relationships with distributors and institutional investors.

Candriam’s business services and suppliers are largely Europe- or US-based and principally provide asset management-related products and services, including:

- Brokering and execution platforms, asset servicers for funds and client mandates
- IT and telecommunications support, datacentre solutions and technological asset management infrastructure
- Market research and extra-financial data
- Professional services





Our Investment Proposition.

Our expertise spans fixed income, equities, alternatives and multi-asset strategies, with sustainability considerations embedded into our investment process. We aim to optimise risk management for our investors, helping them benefit from long-term trends. We implement conviction-based strategies using proprietary research, including both financial and extra-financial analysis.

We believe that sustainability can offer economic opportunities and have invested in internal sustainability research and engagement capabilities. We offer solutions across a wide range of asset classes that appeal to clients with various risk profiles and sustainability objectives. These solutions span a wide range of themes, including low-carbon strategies, circular economy strategies and other opportunities relating to the transition towards sustainable economic growth.

Our range of climate solutions appeal to clients looking to minimise the footprint of their investments. We offer portfolios considering ESG analysis to avoid major human rights, environmental and governance risks.

For more information about how Candriam views sustainability risks, please see our [policies at the end of the investment chapter](#). For an overview of our entity-wide Principal Adverse Impacts (PAI as defined in SFDR), please see our [PAI report](#). For our sustainability disclosures at the entity and product levels, please see our [SFDR page](#).



44%
of Candriam’s funds have
a Morningstar rating of 4+

ESG approaches	% of our total AUM
Sustainable investing (includes best-in-universe, best-in-class, impact investing, thematic funds and mandates)	30.6%
ESG integration (funds and mandates not considered “sustainable investing” but that factor ESG into the assessments of securities)	44.7%
Responsible (funds and mandates not considered “sustainable investing” or “ESG integration” but that exclude companies involved in controversial activities)	13%
None	11.7%
Total ESG-related³	75%

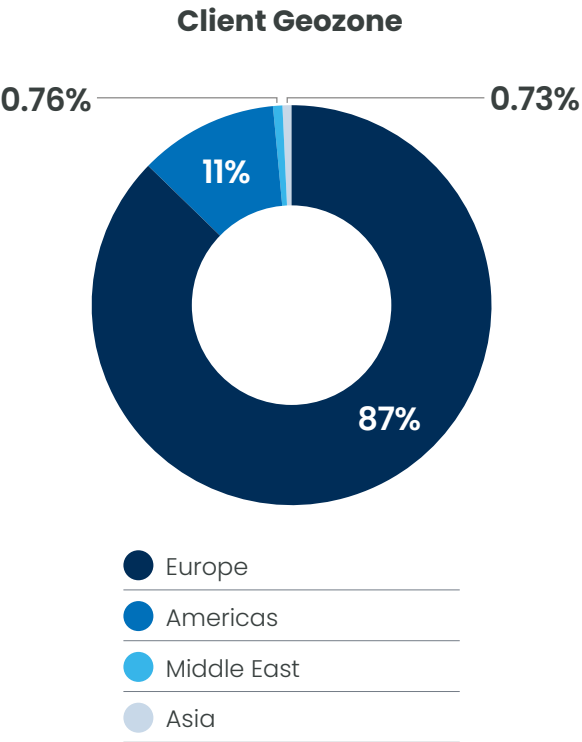
SFDR Category	% of our AUM ⁴
Article 6⁵	11.1% (SFDR scope) / 9.1% (total AUM)
Article 8⁶	71.1% (SFDR scope) / 58.7% (total AUM)
Article 9⁷	17.8% (SFDR scope) / 14.7% (total AUM)
Total article 8 & 9 classified assets	89% (SFDR scope)

3. Percentage of ESG-related investments in total AUM (investments that apply various sustainability approaches other than our company-wide controversial activities exclusions)
4. As a European asset manager, Candriam applies EU SFDR regulation for the products in scope of this regulation (82.6% of our AUM). 17.4% of our AUM are out of the scope of SFDR.
5. Investment products that do not have a sustainable investment objective and do not promote environmental and/or social characteristics
6. Investment products that promote environmental and/or social characteristics but do not include sustainable investing as a core objective
7. Investment products that promote social and/or environmental outcomes and have a defined and measurable sustainable investment objective.



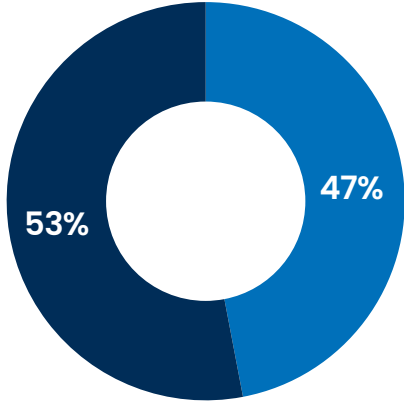
Striving for Client Excellence and Long-term Value

We serve a diverse client base of institutional investors (including insurers, pension funds, sovereign wealth funds, regional and public investors and foundations) and financial distributors across Europe and select regions in the Middle East, Asia and the Americas.



Institutional Investors

- Pension funds
- Insurance groups
- Sovereign, regional & public investors
- Foundations and associations
- Corporates
- Other financial institutions



Financial Distributors

- Retail banking networks
- Private banks
- Life insurance companies
- Fund-of-funds
- Platforms
- HNWI/Family Offices

We build long-term relationships through:

- Localised teams that deeply understand investors’ needs in their market.
- Regular client feedback and satisfaction surveys.
- Streamlined client onboarding, reporting and service.

Average length of our ongoing business relationships

5.9 years⁸ Funds	12 years⁹ Mandate
---------------------------------------	--

8. For mandates under the Candriam brand, that are registered in our client relationship system, are not closed and that were launched after 1 January 2014, as well as mandates that were open before but re-considered as opened on the 1st of January 2014
9. For institutional mandates still active as of 12/2024, including those created before the brand change to Candriam (2014).



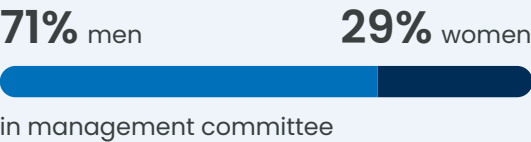
Empowering our People

Candriam promotes a people-centric, inclusive and growth-oriented culture, striving to attract, develop and retain the best talent with diverse backgrounds and skills. We encourage growth through training, learning, knowledge-sharing and a feedback culture, and aim for high employee motivation and loyalty and low turnover. Our staff are empowered to live up to high standards of client focus, collaboration and respect.

Responsible Employer

603 employees

37 nationalities



96% of staff engaged in non-mandatory training

7.99% staff turnover

12 years average length of service

Operational Efficiency and Sustainability

We aim to streamline our technology operating model, including through digital innovation, for the benefit of our investment processes and client experiences. We strive to minimise our environmental footprint, focusing on efficient waste management and reducing carbon emissions. We build long-term relationships with key suppliers while considering sustainability in our procurement practices.

Responsible Operations

1,050 tCO2eq

Greenhouse gas emissions (Scope 1, 2 and 3 business travel only)

7,681 tCO2eq¹⁰

Greenhouse gas emissions for the full operational value chain (Scope 1, 2 and 3 upstream only)

tCO2eq = tonnes of carbon dioxide equivalent



Community Engagement

Through the Candriam Institute for Sustainable Development, we support education, research, climate and community initiatives.

Responsible Citizens

€2.9 million

Candriam Institute donations in 2024 in over 20 countries

413 hectares of forest restored in Zambia

16,400 members of the Candriam Academy

20+ years of grassroots initiatives

10. Data are related to activity-based scope 3 emissions for category 3 (fuel & energy related activities), category 4 (upstream transportation & distribution) and category 5 (waste generation in operations) following a change in methodology by our carbon data provider Sustainable 1.



CSR Strategy.

Candriam’s CSR strategy is shaped by a materiality analysis informed by internal experts, sustainability sector research and stakeholder input. It focuses on:

- Climate change
- Our workforce
- Client value
- Business conduct
- Cybersecurity

The assessment pertains to Candriam’s operational boundary, excluding the AUM-level (investees). For details on this, please refer to our [SFDR disclosures](#). We offer clients sustainable investment solutions which may help them manage their sustainability risks and sustainability objectives, especially their climate footprint and risks, while capturing economic opportunities. We refer to Candriam’s SFDR disclosures, including transparent information about principal adverse impacts and greenhouse gas emissions associated with the companies in which we invest on behalf of our clients.

Moving forward, we will continue to challenge and refine our assessment, considering evolving market practices and stakeholder feedback.



Climate Change

As a financial company, Candriam has a limited operational environmental footprint, but recognising the collective responsibility to address the climate challenge, we have analysed our value chain and implemented programs to minimise carbon emissions and enhance resource efficiency in the following key areas: upstream supply chain partners’ activities (operating energy-intensive data centers, manufacturing corporate IT devices), business travel and office energy use.



Our Workforce

We aim to create positive social impacts by offering high-quality jobs with secure employment. With 98% of our workforce on permanent contracts and 94% working full-time, we enable them to focus on long-term growth and development. This helps attract and retain top talent, build employee loyalty, improve morale and reduce turnover (7.99% in 2024), ultimately leading to strengthened organisational stability and enhanced performance.

We provide good working conditions, including balanced working hours, work-from-home options, part-time work and sabbatical leave, exceeding local requirements to support a good work-life balance.

Fair pay policies further promote satisfaction and wellbeing. We promote equal pay for equal work and regularly monitor for non-discrimination in performance and salary reviews. Within the asset management industry gender balance remains a challenge in investment management, IT and higher management functions.

Training and skills development offer employees regular opportunities to enhance their careers, while regular dialogue with staff representatives and internal surveys provide a platform for employees to voice their concerns, fostering a collaborative and responsive work environment.

Most of our employees are covered by collective bargaining agreements and we take measures against workplace violence and harassment.

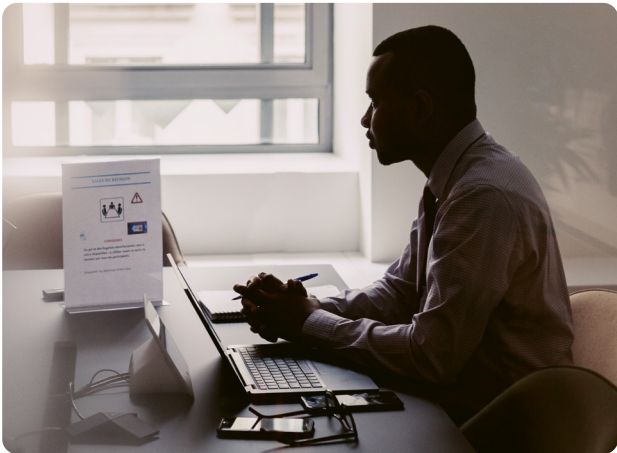
Candriam promotes constructive collaboration and a sense of belonging among staff from various backgrounds, enhancing cohesion within the company and economic empowerment. While the European asset management sector generally faces minimal human rights risks, our commitment to human rights is integrated into our internal policies, codes of conduct and supplier guidelines.



Client Value

Offering value to clients is a key driver for Candriam. We aim to provide clients with value for money and access to quality information, while ensuring their needs can be expressed and their data is protected.

Candriam’s entire culture and platform are geared towards creating positive impacts in these areas, with ongoing development of economic opportunities and avoidance of risks. Offering a range of sustainable investment solutions that appeal to clients with various sustainability profiles is part of our aim to deliver value in this regard.



Business Conduct

Candriam’s corporate culture aims to foster trust through accountability and integrity, ethical conduct, clear policies and procedures, regular training and upheld corporate values.

In line with European Union (EU) regulation, Candriam implements extensive measures to detect and prevent corruption and bribery, including Know Your Customer (KYC) procedures, anti-money laundering (AML) controls, client due diligence and transaction monitoring.

Candriam upholds high standards of ethical conduct to ensure our employees fully comply with applicable regulations in order to avoid loss of client trust, penalties and/or litigation. Due to the measures and controls in place, there have been no significant incidents over the years.



Cybersecurity

The global cybersecurity threat is rising and extensive security measures are in place to mitigate risks at Candriam. However, a cybersecurity incident could have wide-ranging effects – including financial losses, operational disruptions, loss of sensitive data, increased legal liabilities, regulatory penalties and reputational damage – and therefore presents a financially material risk.

Materiality Assessment across Candriam’s Corporate Value Chain

Topics	Impact Materiality	Financial Materiality
Climate Change (ESRS E1)		
Own Workforce (ESRS S1)		
Customer & End-users (ESRS S4)		
Business Conduct (G1)		
Additional topics		
Cybersecurity		

Legend



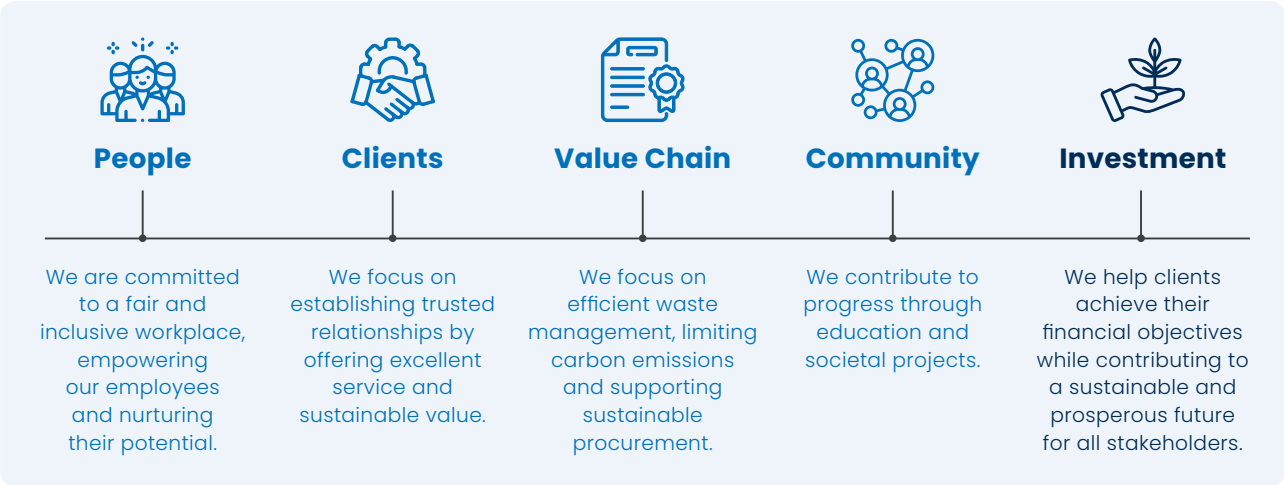
ESRS stands for European Sustainability Reporting Standards which are a set of guidelines developed under the EU Corporate Sustainability Reporting Directive (CSRD) to standardise how companies report on sustainability matters.



CSR Roadmap.

Our CSR strategy is shaped by our business model and the material topics most relevant to our operations. It focuses on driving long-term value creation while addressing the sustainability issues that are relevant to our stakeholders.

Our CSR strategy is built on five pillars, which guide and inspire our decision-making to manage and develop our business activities:



Our CSR Committee oversees our CSR roadmap, a five-year strategy initiated in 2020. The roadmap establishes policies, charters and targets with key performance indicators (KPIs) for our main stakeholders. In 2025, we will review and update our roadmap, extending it to 2030.

Developing & Monitoring Our CSR Roadmap



Sustainable Business Activities

Leader in sustainable investment

- 89% of assets are classified SFDR Art 9 & Art 8
- Signatory of Net Zero Asset Managers Initiative

Responsible Company Practices

Highest standards in CSR

- Foster inclusion and empowerment of staff
- Trusted relationships with clients
- Reduce carbon and waste across the corporate value chain
- Ensure sustainable procurement
- Increase societal impact via philanthropy
- Responsible and transparent governance





Responsible Governance.

At Candriam, an integral part of our strategy is a commitment to transparency and oversight, maintained through a robust governance structure.

Candriam’s Governance Framework

Candriam operates under a comprehensive governance structure, which is crucial to our oversight functions. The **General Meeting of Shareholders** holds the broadest powers, overseeing significant corporate actions such as approving annual accounts, appointing directors and managers and amending the company’s objectives or form.

The Board of Directors (BoD) is the governing body responsible for guiding our strategy and general policy, management control, risk monitoring and shareholders relations. It ensures that Candriam develops and executes a comprehensive corporate sustainability strategy. In this context the BoD is responsible for validating the relevant critical policies.

The BoD is supported by the following committees:

The Board of Management (BoM) – meets monthly and is our key decision-making body on strategic issues including corporate sustainability. It examines and approves relevant policies governing the execution of Candriam’s strategy and activities, including those covering sustainability risks, climate change and social and human rights.

The Group Strategic Committee (GSC) – meets twice a month to make strategic decisions and manage Candriam’s financial situation. The GSC sets our strategy for sustainable investing, covering investment approach, product and commercial positioning and corporate sustainability. The GSC

also hosts sustainability focus sessions, supported by Candriam’s ESG and CSR experts. It oversees the due diligence approach for climate and human rights risks across the value chain, including the development and review of appropriate practices.

The Executive Committee – meets quarterly. It hosts cross-functional discussions around the implementation of Candriam’s strategic roadmap (as defined by the GSC/BoM). It oversees the follow-up of operational decisions across business units and hosts dedicated sustainability and CSR sessions to monitor the cross-company implementation of the strategic ESG and CSR roadmaps.

The Remuneration Committee – meets annually. The committee ensures that Candriam’s remuneration policy supports our business strategy and, where appropriate, the strategy of the managed portfolios (funds and mandates).

The Local Management Committees – meet quarterly in each branch and in Luxembourg. In the Belgian branch, the committee meets monthly and in the French branch, every two months. In line with our corporate governance standards, we pursue diversity across our decision-making bodies, ensuring a mix of experiences and nationalities.

Local management committees have been established in Belgium, France, Germany, Italy, Luxembourg, Spain, the Netherlands, the United Arab Emirates, the UK, Sweden and Switzerland.

Sustainability Governance

Candriam has 45 people involved in the governance and implementation of our corporate and investment sustainability strategy. Our consistent and aligned approach to sustainability issues is achieved through several strategic committees:

Firstly, the **Sustainability Risk Committee (SRC)** oversees and steers the management of extra-financial risk in Candriam’s investment activities.

The SRC is also responsible for approving the sustainability-related processes and framework for funds and mandates. It assesses and monitors sustainability risks and negative sustainability impacts including climate change and social and human rights risks. These findings are then used to define company-wide sustainability investment restrictions for all our investment activities. The SRC also oversees monitoring of compliance and breaches as well as engagement action plans.

Secondly, the **Proxy Voting Committee** provides strategic guidance on proxy voting best practices and monitors Candriam’s voting policy.

Thirdly, the **(Strategic) Client Solutions and Product Range committees** implement our product governance process, overseeing product strategy including sustainability characteristics.

The **CSR Committee** assesses sustainability risks, opportunities and impacts relating to Candriam’s operations. It develops a CSR roadmap across stakeholder domains, coordinates CSR reporting and monitors action plans from Candriam’s business units. Its ethics subcommittee monitors

Candriam’s human rights due diligence process and follows up on alerts by operational, procurement and risk teams and via the compliance whistleblowing procedure.

The **Diversity and Inclusion (D&I) Committee** oversees D&I topics, working with Human Resources and Candriam’s Staff Communities to foster D&I at Candriam.

The **Candriam Institute for Sustainable Development** oversees Candriam’s philanthropy and community impact programmes through the support of initiatives in sustainability-related research, education and entrepreneurship, social inclusion and solidarity, the environment and cancer research and patient care.

For more information about the Candriam Institute for Sustainable Development, please see the [Responsible Citizen](#) chapter of this report.

The **Candriam Executive Committee ESG Business Review & CSR Review** sessions follow up on the implementation of the strategic ESG roadmap, reviewing ESG aspects of business development, investments, operations, IT, stewardship and collaborative initiatives, communication and regulation.

The **CSR & ESG Regulation Committee** oversees compliance with ESG/CSR regulations and coordinate the implementation of the sustainability regulatory roadmap.

Finally, in 2024 Candriam launched the **ESG ambassador community**, a dedicated internal group committed to embedding sustainable investing expertise across business units at Candriam.



Effective governance as per January 2025

1. Sustainability characteristics of products/services (including labelling decisions) are considered via Candriam’s regular product governance process in the Client Solutions and Product Range Committees
2. Monitoring CSR roadmap across stakeholder domains, with D&I strategy implementation delegated to the D&I Committee and staff communities
3. Including CSR Ethics sub-committee on Human Rights Due Diligence with invited experts in social and human rights. This sub-committee reports into the CSR committee
4. The ESG/CSR Regulation Committee covers both ESG and CSR regulatory topics
5. ESG expertise and trainings across business units – possibility also to cover CSR aspects



Cybersecurity Governance

Candriam has implemented a robust cybersecurity risk management framework informed by the principles of an internationally recognised benchmark for information security management systems.

This framework is underpinned by dedicated cybersecurity governance based on a multi-layered approach to monitoring and oversight. The Information Technology Security Office leads first-line monitoring, while Operational Risk Management provides second-line supervision. Overall oversight is ensured by the Security Committee, chaired by the Chief Risk Officer, which meets regularly and includes senior representatives from risk, technology, operations, legal and compliance functions.



Ethical Behaviour in Business

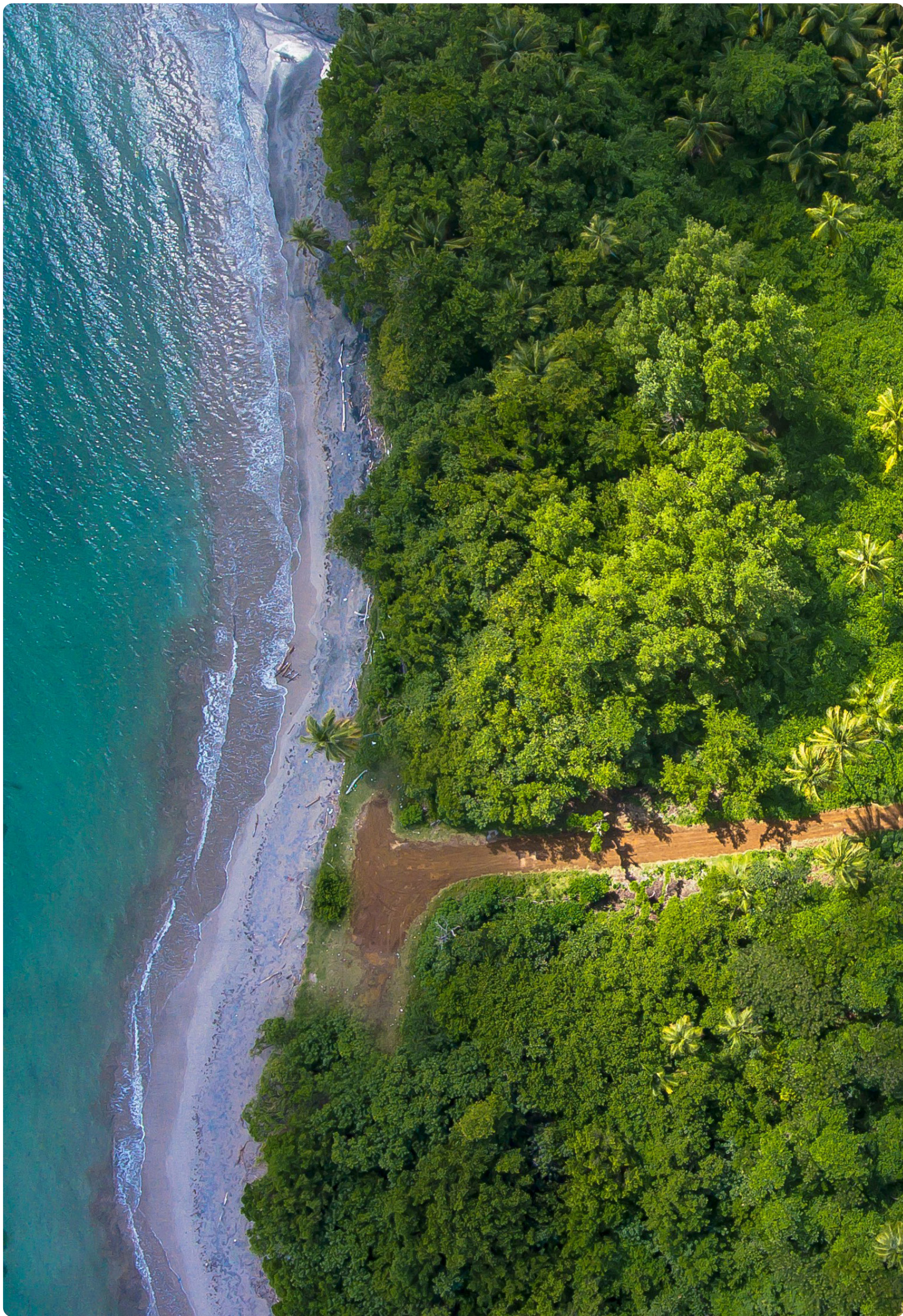
We adhere to ethical behaviour across all our operations and comply with established regulations through the implementation of specific policies and charters. These include a compliance charter and policy, a client charter, a code of ethics, a supplier charter and a dedicated Human Rights Policy. For more information about these, please refer to the dedicated chapter of the report.

Additionally, we disclose our engagement with EU industry associations and think tanks related to sustainability topics, such as industry association memberships and roles and provide visibility over our financial metrics and taxation¹¹. This commitment to transparency underscores our dedication to accountability and reinforces our commitment to ethical practices across our entire organisation. For more information, please refer to the Appendices.

Candriam Governance policies

Guiding principles on dialogue on sustainability with EU trade associations, think tanks and policy makers

11. [Luxembourg Business Registers](#). Please follow the login instructions for anonymous users as per the site guidelines to see Candriam’s latest financial statements.



Sustainable Investing.

For the past 25 years, Candriam has endeavoured to unlock the potential of ESG analysis to identify and manage the sustainability risks and opportunities to which investments are exposed, as well as their positive or negative contributions to sustainability challenges.





To do this, Candriam conducts in-depth analysis into the sustainability characteristics of corporate and sovereign issuers. For corporate issuers, Candriam examines both what a company does (Business Activity Analysis) and how it operates (Stakeholder Analysis). For sovereign issuers, we consider how sustainably each country manages its four forms of sovereign capital (natural, human, social and economic capital). Candriam’s proprietary ESG analytical frameworks also integrate materiality, i.e. variations in the relevance of ESG factors to the sustainability of different companies, depending on their sector, and to different countries, depending on their specific circumstances.

Our ESG analytical frameworks are implemented by 26 experts within our ESG Investments & Research Department, including dedicated corporate and sovereign ESG analysts, voting & engagement analysts, ESG quantitative analysts and ESG client portfolio managers.

In 2024, we published our Biodiversity Strategy, reflecting the crucial role of ecosystem services (such as pollination, water purification and climate regulation) in the welfare of our economies and societies. Today, biodiversity is under threat due, for example, to habitat destruction, pollution and resource over-exploitation. Our [Biodiversity Strategy](#) defines

a proprietary analytical model for evaluating companies’ exposure to biodiversity risks and their management of their biodiversity impacts.

In 2024, we also further refined our analytical model for the banking sector, notably through research into the relationship between banks’ lending and underwriting activities and climate impacts and transition risks. We integrated qualitative assessments of banks’ fossil fuel exposures, exposure to green activities and their environmental strategies.

In 2024, Candriam’s ESG analysts also explored the topic of artificial intelligence, its applications and their potential impacts.



Case Study **Bespoke European Equity Mandate**

In 2024, Candriam onboarded a new sustainable mandate investing in European equities for a European pension fund. Our modular, flexible ESG framework allows us to implement the exclusions required by the pension fund, as well as its specific ESG categorisations. Thus, in addition to Candriam’s ESG ratings, we analyse and classify each issuer according to a sustainable investing framework defined by the pension fund. This framework focuses on assessing the activities of an issuer as well as the manner in

which it carries out these activities and results in a categorisation of each issuer into one of five categories. Specific exclusion requirements are revised at least once per quarter. They cover activities that are integrated in Candriam’s Exclusion Policy for sustainable portfolios, such as coal, oil and gas and tobacco, as well as client-specific thresholds, for example a threshold pertaining to fur producers.

In the context of this mandate, we also draw on our sustainability research capabilities

to provide tailored investment cases for all portfolio holdings, which include comprehensive sustainability and financial analyses presented in formats defined by the pension fund. These include, for example, in-depth analysis of the sustainability of each invested company’s business activities and stakeholder management practices.

Further, Candriam engages with issuers on specific sustainability themes, drawing on the expertise of our dedicated Proxy Voting

& Engagement Team. The definition of the engagement targets results from the pension fund’s sustainable investing framework and priority topics. Topics that are of particular interest in the context of this mandate include, for example, biodiversity, circularity, labour rights and equality. In close cooperation with the investor and in alignment with its exclusion requirements, we will implement engagement-led divestments if engagement campaigns do not yield satisfactory results.



Case Study **Bespoke European Equity and Global Credit Mandates**

Candriam manages two custom mandates for a European pension fund: one invested in European equities and one invested in global credit. These mandates were set up to offer the pension fund a solution in line with its risk and return objectives and socially responsible investing charter, based on Candriam’s expertise in managing mandates with tailor-made financial constraints and sustainability requirements. We support the pension fund throughout the life of the mandates and, notably, can seamlessly integrate changes should its investment policy evolve.

In 2024, Candriam closely collaborated with the pension fund to implement an updated, bespoke definition of sustainable investment, tailored to its investment constraints.

In the context of these mandates, we also implemented specific client-requested controversial activities exclusions including those in line with the EU Paris-aligned benchmarks¹. Further, the mandates incorporate year-on-year and absolute decarbonisation targets in line with those benchmarks.

Candriam implemented new KPIs to closely monitor the mandates’ climate-related objectives. For example, progress against the climate strategy is measured via temperature alignment. We also integrated broader ESG KPIs, such as the improvement of the mandate’s ESG score compared to that of the universe.

Finally, we customised the reporting for these mandates to align with the new investment constraints and KPIs.

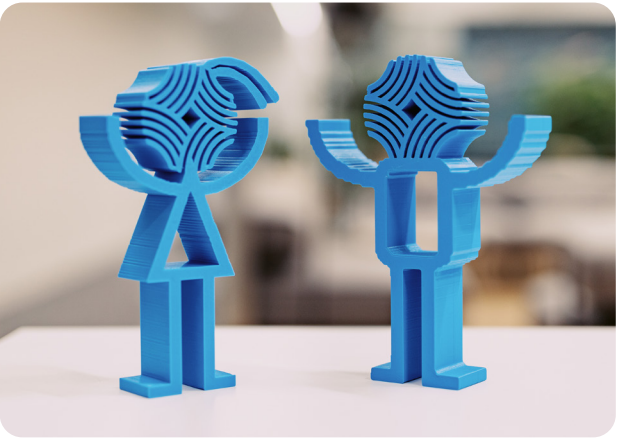
1. Paris-aligned benchmark exclusions are related to coal, tobacco, legally banned weapons, oil and gas and electricity generation as well as violations of UN Global Compact principles. For more information on EU Paris-aligned benchmark please see the [legislation](#).

Ensuring the Robustness of our Stewardship Policies.

At Candriam, engagement and voting are essential parts of our sustainable investment approach. We actively engage with issuers through direct and collaborative dialogue, vote at shareholder meetings for all relevant holdings and collaborate with other stakeholders. Our objective is threefold: garner an in-depth understanding of issuers that informs investment decisions, encourage transparency on ESG data and drive improvements in sustainability practices. Thus, the process is a virtuous circle: our engagement process is informed by our ESG analysis, and the outcomes of our engagement activities inform our ESG analysis and investment strategies.

Our main themes of engagement have evolved over time from three in 2015 to five in 2024:

- Climate change
- Biodiversity and natural capital
- Human rights
- Human capital
- Governance and business ethics



2. Limiting the AUM scope to corporates invested in direct lines (both through equity and fixed income instruments) in funds or mandates for which Candriam ensures the management activity.

A consistent point of view and unified approach to dialogue and voting activities are essential for Candriam for efficient stewardship. With the above five conviction topics in mind, our ESG analysts, Proxy Voting & Engagement Team and portfolio managers work together to identify the engagement opportunities to pursue with specific issuers.

The scope of our engagement activities encompasses our whole investment universe, including the full range of corporate and sovereign bond and equity issuers across regions. We also engage with entities that can influence broader positive change at the regulatory or market levels.

Our dedicated Proxy Voting & Engagement Team, created in 2016, comprises five analysts. They coordinate dialogue and voting activities across Candriam, working closely with our ESG analysts and portfolio managers, who are regularly informed of engagement activities and often contribute to dialogues.

In 2024, we engaged 226 individual corporate issuers through direct dialogues, representing 32% of our AUM². We also engaged 644 corporate issuers via collaborative dialogues. Some of these engagement initiatives were in reaction to exceptional events, such as acquisitions, controversial events or business model changes. However, proactive engagement, for example via thematic campaigns, remains our focus and principal way of conducting dialogue.

Our dialogue with corporate issuers goes hand-in-hand with our exercise of voting rights.

Candriam’s Proxy Voting Policy is articulated around four core areas of attention:

- **Shareholder rights**, including the rights to trade shares, participate in and vote at general meetings, elect members of the board, share fairly in distributable profits and elect auditors
- **Equal treatment of shareholders**, with all shareholders in the same class treated equally and in accordance with the one share, one vote policy
- **Board accountability**, with board members being fully informed and acting in the sustainable medium- and long-term interests of all shareholders
- **Transparency and integrity of financial statements**, so that accurate and transparent financial information is disclosed and independently audited for the benefit of all shareholders

In 2024, we made our voice heard in 1,901 meetings. While globally we supported 71% of management resolutions, in 80.4% of meetings, we cast at least one vote against management.

We published our first Engagement and Voting Report in 2009 and since then have continuously aimed to increase the transparency of our reporting, while paying close attention to the expectations of our clients and society more broadly. For additional details about our engagement and voting activities, please refer to our [2024 annual Engagement and Voting Report](#).

Candriam Investment related policies

- | | |
|---|--|
| Candriam ESG Integration Policy | Candriam Exclusion Policy |
| Candriam Proxy Voting Policy | Candriam Climate Policy |
| Candriam Engagement Policy | Candriam Human Rights Policy |

Candriam Investment related (incl. previous) disclosures

- | | |
|---|--|
| 2023 UN PRI Report | 2024 SFDR Principal Adverse Impact Statement |
| 2023 UN PRI Assessment Report | SFDR Article 10 Documentation |





clients

Clients.

Trusted partnerships

At Candriam, we prioritise stewardship in every aspect of our business, including our relations with clients. At the core of all our work is our commitment to our clients' perspectives and satisfaction. We developed our Client Charter to commit further to building long-term trusted partnerships based on our key values of conviction and responsibility, guiding our employees on how to build value for our clients responsibly.





Optimising the Client Journey.

In 2024, we implemented the Client Journey Project, a new initiative aimed at refining the client experience. Our sales and client service teams have thoroughly examined each client touchpoint with Candriam to identify key areas for enhancements. This initiative is a collective effort, with every team contributing to the improvement of our service standards. The goal is straightforward: to ensure all client interactions are seamless and positive. Short-term enhancements will involve finetuning smaller details that, while not direct issues, are pivotal in meeting and exceeding client expectations. More significant, longer-term evolutions are also in the pipeline to fulfil client needs more effectively.

Examples of our Client Journey Project include further digitalising our client reporting experience, thus improving our ability to monitor client satisfaction, and digitalising our regulatory reporting, replacing manual processes with streamlined, client-friendly digital solutions.



1. Long-term business relationships are classified as clients who have been invested in a Candriam fund for over five years
2. Including mandates created before the brand change to Candriam (2014) and that are still active as of 31/12/2024

Client Longevity.

At Candriam, the average duration of ongoing business relationships through fund investments is 5.93 years.



This figure highlights our ability to establish strong connections and deliver consistent value to clients, resulting in them working with us for longer. We believe that maintaining these investors over extended periods shows a high level of client satisfaction and trust in our expertise.

We maintain long-term business relationships¹ through Candriam products, accounting for 49% of our total client base, which demonstrates our commitment to nurturing enduring partnerships , deeply understanding clients’ needs, communicating effectively and adapting to changing market conditions.

The average length of institutional mandates currently managed by Candriam, 12.2 years,² showcases our ability to meet client expectations over an extended period. This longevity reflects the trust clients place in Candriam’s investment strategies, risk management and ability to navigate various market conditions. These longer mandates also provide stability and predictability for our operations.

Understanding our Clients.

Given our institutional client base, Candriam engages with clients through regular meetings, which help us understand our clients’ existing and ever-evolving needs. Our investment management activity is centralised while our distribution activity is decentralised, carried out by local professionals in all countries in which we operate to maintain closeness to our clients. The local professionals speak the language of our clients and are aware of specific investment, regulatory and fiscal needs.

In addition to the local sales force, we have a dedicated unit for insurance companies and pension funds, one for global financial institutions and one for clients investing in private markets.



As well as maintaining strong direct relationships with clients, we also support initiatives such as workshops and seminars and organise gatherings on topics such as macroeconomics, asset allocation, asset liability management, sustainable investments, private markets and regulatory changes.

Throughout 2024, using the knowledge of our ESG experts, we produced various articles dedicated to sustainability issues for our clients and the community at large. We also organised two “ESG talks” via the Candriam Academy.

In 2024, we offered:

- 43** whitepapers and opinion papers for investors on issues including hydrogen, water, fossil fuels and PFAS.
- 4** papers on engagement actions or collaborative actions carried out by Candriam with companies on topics such as human capital in small- and mid-sized firms.
- 3** educational articles for the European Financial Planning Association (EFPA) and Candriam Academy.



Listening to our Clients.

We provide a wide range of investment solutions to our clients to meet varying goals and seek to provide transparency to those invested with us.

We recognise that our clients have different investment goals and needs – financial and extra-financial – and time horizons for achieving them. As a result we offer ESG factor integration and sustainable strategies with different timeframes across equities, fixed income, multi-asset and private markets. We strive to remain agile and responsive, adapting our services to meet the evolving needs and expectations of our clients.

We offer a range of services across all asset classes, including customised reporting. Specifically for equities, we provide dedicated proxy voting services. While the majority of our equity holdings follow our standard proxy voting guidelines, designed to protect shareholder interests, we also support bespoke proxy voting approaches. This enables clients to align voting decisions with their internal policies and values, ensuring that our proxy voting activities reflect their priorities and expectations.

We strive to encapsulate our client and beneficiary needs. Our regional- and sector-specific sales experts and market intelligence team are the key drivers in this process. Both departments constantly evaluate our success in understanding our clients’ and beneficiaries’ needs. We also seek to understand why clients have specific needs and expectations through research. The market intelligence team is responsible for keeping track of market dynamics, changes in regulation and client needs, aiming also to ensure that our product range continues to meet expectations. We regularly



monitor our product range to ensure that products meet their investment objectives and provide value to clients. Products that are identified as not meeting these requirements are placed on a watchlist as we look to investigate how they can be improved.

Candriam ensures that all marketing practices directed at clients, such as product materials, presentations and promotional content, are conducted responsibly and transparently, ensuring clear, accurate and non-misleading information.

Reporting to Clients.

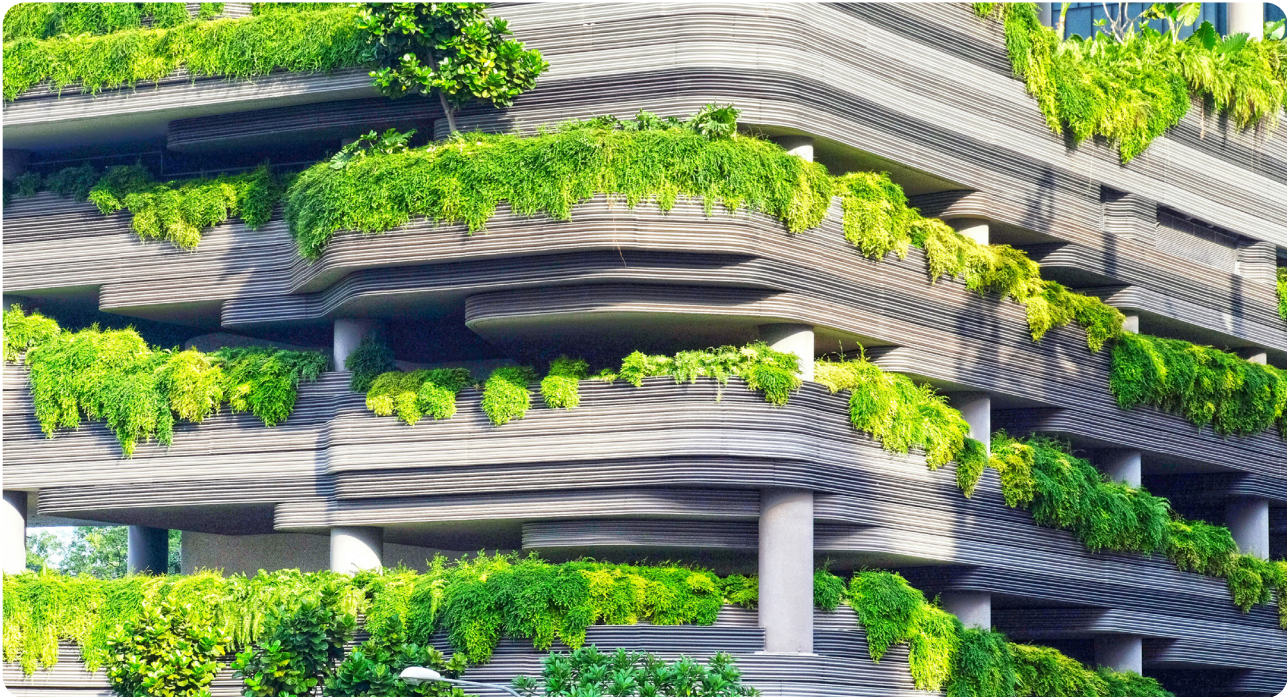
As well as detailed financial reporting with extensive risk indicators and performance attribution, Candriam reviews a series of extra-financial indicators.

As many companies and issuers aim to enhance their sustainability transparency, our extra-financial reporting must develop to continue to meet our clients’ needs.

In our extra-financial reporting, we aim to cover a wide range of ESG indicators. These include environmental metrics such as carbon footprint and intensity (SFDR PAI 1, 2 and 3); social metrics such as bribery and corruption policies (SFDR PAI 15), collective bargaining agreements and UN Global Compact violations (SFDR PAI 10); and governance metrics such as the proportion of independent board members in portfolio companies. These indicators are measured by independent providers such as S&P Global Sustainable and Carbon4Finance and are presented in relation to each fund’s benchmark to provide meaningful context.

We also disclose our engagement and voting activity as part of our commitment to active ownership. Reporting includes the number of shareholder meetings attended, votes cast for or against resolutions and the nature of those resolutions, such as director elections, executive remuneration or capital structure changes.

In 2024, our weighted average of reports delivered on time to end-clients under discretionary mandates and to distributors was 90%. We will continue to work to improve this as we strive to achieve 95%.





Responsible Employer.

GREAT Place to Work and Employee Engagement

In 2024, Candriam continued focusing on developing a GREAT place to work, guided by our corporate values: Grow with Respect, Engagement, Anticipation and Teamwork. We focused on creating a workplace that promotes employee wellbeing and belonging, enhancing the overall employee experience. Our goal is to ensure that all staff can thrive and use their talents, supporting our 'employer of choice' strategy.





Through our internal employee communities, TogetHer, NextGen and the Wellbeing Committee, we provide platforms for professional development and innovative thinking, ensuring that every voice is heard and every idea is valued. Additionally, we launched the D&I Ambassadors program, a new initiative aimed at fostering mutual respect and a sense of belonging among staff with diverse profiles and backgrounds. These ambassadors are responsible for engaging with colleagues, sharing information about diversity events and initiatives, facilitating discussions and workshops and collaborating with HR and senior management to implement various diversity initiatives.

In addition, we organised various events and wellbeing activities to support employees to achieve a healthy work-life balance, with nearly 600 instances of staff participation across more than 50 sessions.

The creation of all these committees is part of several diversity and inclusion requirements, driven by EU directives.¹

Candriam Communities

- TogetHer is an internal network of women and men dedicated to supporting women’s professional and personal development
- NextGen aims to foster innovative ideas that help shape the future of Candriam, such as the launch of a platform to promote and facilitate employees volunteering
- The Wellbeing Committee organises wellbeing initiatives centred around sport, culture, mental health and other wellbeing-related subjects.

Workplace Diversity Progress and Challenges

Despite our dedicated efforts, we have not fully achieved our ambitions to diversify and broaden our talent pool. Several initiatives were implemented to improve gender diversity, including adopting inclusive recruitment practices, mandatory e-learning on preventing discrimination, mentorship programmes and flexible work policies. However, we faced obstacles such as the ongoing underrepresentation of women in financial and IT fields, less favourable asset management cycles and the long-term nature of these initiatives.

Ambitions going forward

Expanding our talent pool and welcoming diverse talent are important for resilience and growth. In line with the EU’s Council Directive 2006/54/EC, on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, we aim to maintain our ambitions for a female workforce share of 35%-40%, female representation in top management at 25%-30% and female representation in management committees at 25%-30%, all by 2030. Additional actions include reviewing current initiatives, monitoring additional KPIs, raising awareness among managers and engaging with universities to address under-representation.



¹. Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.
Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.



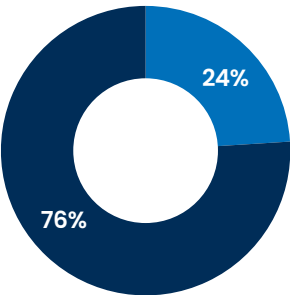
Career Management and Succession Planning.

Recognising the importance of clear pathways for career growth and development, we have strengthened our career management and succession planning process. Our graduate program and formal training, mentoring and networking opportunities empowered a diverse pool of young and/or high-potential talent. By monitoring key indicators such as the gender distribution of promotions and internal moves, we strived to create an environment where each employee is recognised and nurtured, laying the foundation for effective succession planning.

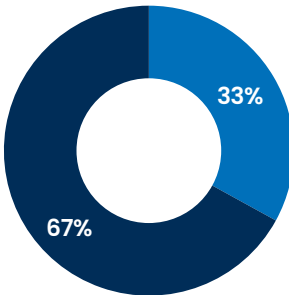
In 2024, there were 21 internal moves and 33 promotions, and the introduction of six new mentor-mentee relationships. Our talent acquisition efforts resulted in 45 new hires, 22 of whom were under 30 years old.



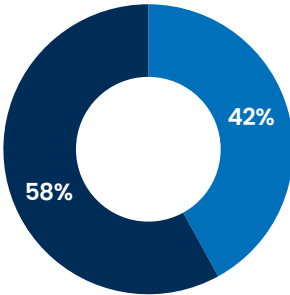
Internal moves by gender



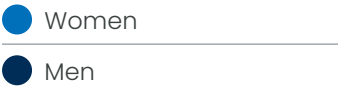
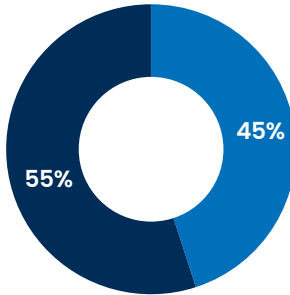
Promotions by gender



New hires by gender



New hires <30 years old by gender



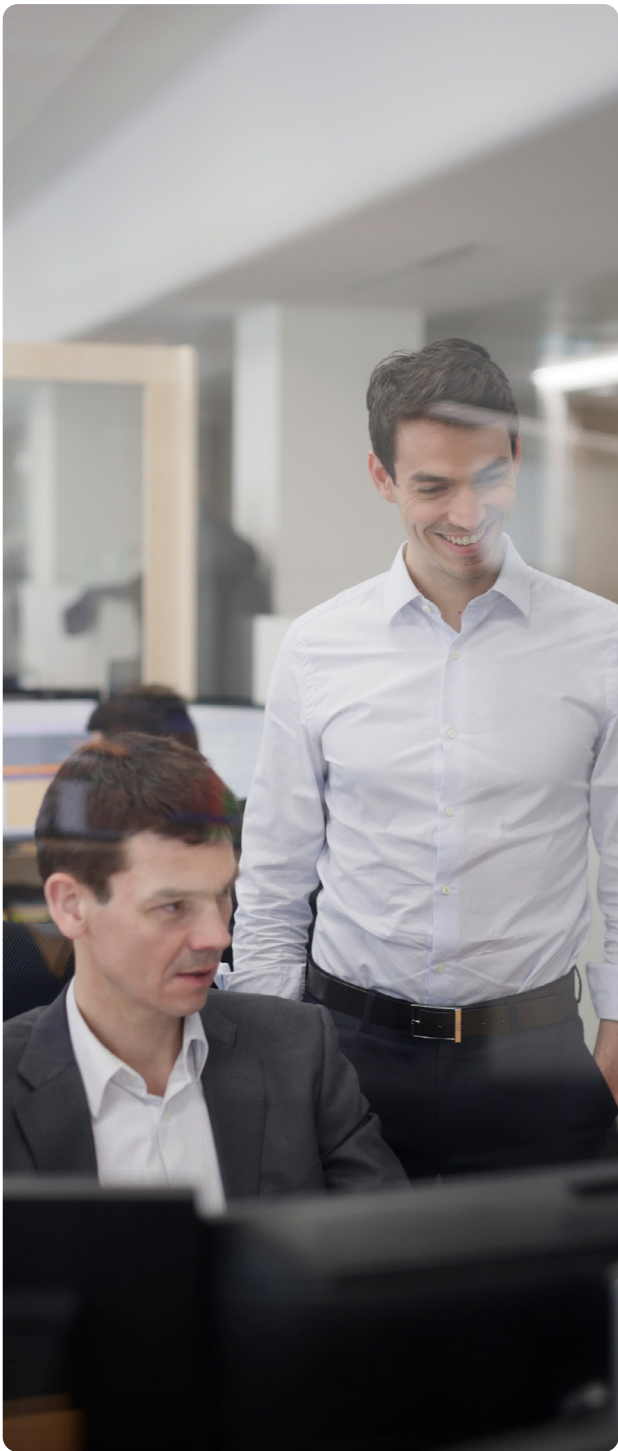
Sustainable Growth and Development.

Candriam's commitment to sustainable growth extended beyond business objectives to support employee development. In 2024, the Learning & Development Team addressed over 400 training requests across various topics, including business, finance, asset management and IT, with 97% of employees having participated in non-mandatory training. On average, each employee received 30 hours of training, excluding mandatory regulatory training. Candriam also offers the opportunity for employees to participate in industry certifications, with 17 new certifications obtained in 2024, including various CFA levels, the CFA's Sustainable Investing Certificate, Scrum.org certifications and Lean Management certifications.

Through initiatives including our internal employee communities, we provided opportunities for professional growth and development, with the aim that our employees are motivated and empowered to achieve their full potential.

Our leadership blueprint, designed in collaboration with the Executive Committee, has resulted in a programme to support both individual and organisational growth. This programme empowers leaders through a systematic approach that includes coaching based on self-assessment, leadership co-development sessions and knowledge-sharing initiatives

By aligning our leadership blueprint with our strategic objectives, we aim to ensure that our leaders are equipped with the skills and insights necessary to drive sustainable value and high performance across the organisation.



Reward and Performance.

At Candriam, we believe in recognising and rewarding staff excellence. We cultivate a culture where performance is measured not just in numbers. Our remuneration policy is designed to be sustainable, reflect our commitment to fair and equitable compensation practices and recognise initiatives that align with our GREAT values. It is key to maintaining our employees’ motivation and engagement.

In 2024, our annual review of our remuneration policy ensured its continued alignment with our commitment to fairness and equity, while integrating sustainability criteria and new regulatory requirements.



Candriam People policies

- [Diversity & Inclusion Charter](#)
- [Remuneration Policy](#)

- [Non-Discrimination and Anti-Harassment Policy](#)
- [Human Rights Policy](#)





Responsible Operations and Supply Chain.

Minimise Operational Carbon Emissions.

**Our sustainable value chain
incorporates three objectives:**

- Continue to minimise operational carbon emissions
- Optimise waste management and continue recycling management, especially of electronic devices
- Implement sustainable procurement





We aim to reduce the carbon footprint of our operational value chain, with targets to reduce emissions further in 2025. Our efforts are ongoing in several areas, including:

- Increasing our use of electric vehicles, having reached 89% of company cars being electric or hybrid in 2024 with a target of 90%
- Prioritising necessary travel only and opting for lower-carbon transport options when possible, including for staff events
- Supporting home and remote working options for employees
- Cultivating a more sustainable work environment, such as by efficiently managing the temperature in our buildings, reducing paper use, recycling old and/or broken equipment and working toward a low-plastic environment

Thanks to our energy efficiency programme, the vast majority of our existing buildings have received Building Research Establishment Environmental Assessment Methodology (BREEAM) energy certifications, which validate the sustainability of infrastructure. As we expand, we adhere to our clean energy efficiency guidelines when selecting new buildings and infrastructure. In 2024, we transitioned to LED lighting in our UK office, reducing our energy consumption.



Local building certifications

Candriam’s total floor space with at least one label or energy certification was 94.66% in 2024.

Country	Label certification or energy certificate	Score Grid
Belgium	BREEAM Excellent ¹	Outstanding (≥85 score) Excellent (≥70 score) Very Good (≥55 score) Good (≥45 score) Pass (≥30 score) Unclassified (<30 score)
France	HQE Excellent ² BREEAM Very Good ¹ LEED Gold ³	Outstanding Excellent Very Good Good Outstanding (≥85 score) Excellent (≥70 score) Very Good (≥55 score) Good (≥45 score) Pass (≥30 score) Unclassified (<30 score) Platinum (80+ points) Gold (60-79 points) Silver (50-59 points) Certified (40-49 points)
Luxembourg	HQE Excellent ²	Outstanding Excellent Very Good Good
UK	BREEAM Very Good ¹	Outstanding (≥85 score) Excellent (≥70 score) Very Good (≥55 score) Good (≥45 score) Pass (≥30 score) Unclassified (<30 score)
Spain	LEED Gold ³	Platinum (80+ points) Gold (60-79 points) Silver (50-59 points) Certified (40-49 points)
Switzerland	Minergie ⁴	N/A

¹ How BREEAM Works - BRE Group

² HQE Building in Operation - Certivea

³ LEED rating system - U.S. Green Building Council

⁴ Standards - Minergie



In 2024, Candriam defined a Green IT roadmap to reduce our digital carbon footprint based on three axes:

- 1. IT efficiency:** A two-year plan to decrease our carbon footprint by limiting the number of applications and servers we use and implementing more efficient IT systems
- 2. Cloud migration:** Progressively shifting our information system to cloud solutions powered by energy-efficient data centres, to reduce our IT and energy waste and carbon footprint
- 3. Working closely with main service provider:** Monitoring our main IT service provider’s sustainability roadmap and efforts to reduce its carbon footprint



Candriam’s Operational Footprint.

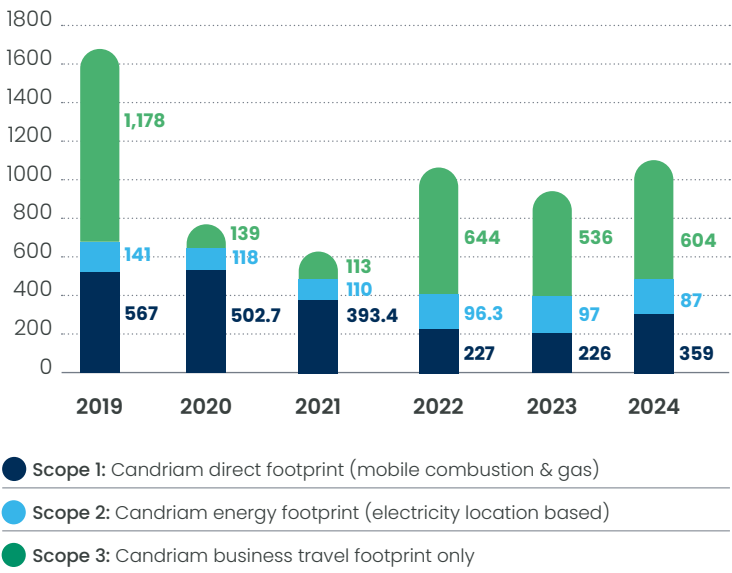
We are actively seeking ways to reduce emissions from our operations, including both Scope 1 and 2 emissions (generated by our own activities) and Scope 3 emissions (resulting from our suppliers’ operations and business travel).

In 2024, our Scope 1 emissions increased by 59%, reaching 359 tCO2eq, compared to the previous year. However, this figure remains 37% lower than our 2019 baseline of 567 tCO2eq.

This year’s increase is primarily due to our decision to further electrify our vehicle fleet with hybrids, 89% of our car park now consisting of hybrid (59%) and electric (29%) vehicles. The rise in emissions is also partly attributed to changes in market methodology, which now assigns a lower emissions reduction value to hybrid vehicles, thereby negatively impacting our overall emissions calculation.

Our Scope 2 emissions continued to decline, dropping from 97 tCO2eq in 2023 to 87 tCO2eq in 2024, reflecting reduced indirect greenhouse gas consumption¹. For Scope 3 emissions (Categories 1 to 5), following a change in the methodology applied by our data service provider², historical comparisons are no more possible for fuel and energy related activities (category 3), upstream transportation and distribution (category 4) and waste generation operations (category 5). Regarding Scope 3 Category 6 (Business Travel) which is part of our 2025 emissions target, emissions in 2024 were 604 tCO2eq, slightly higher than the 536 tCO2eq recorded in 2023. This increase occurred despite substantial reductions in air travel (-43%) and hotel stays (-20%). The rise is solely due to the increased weighting assigned to air travel emissions in the current methodology.

Candriam operational footprint (year-on-year tCO2eq)



1. This data is related to location-based emissions. Following the greenhouse gas protocol, two data are computed for the scope 2 emissions (location-based and market-based). When calculated using the market-based approach, Scope 2 emissions amount to 123 tCO₂e, consistent with the previous year. This higher figure compared to the location-based approach is due to the fact that many countries have residual emission factors that exceed the average grid mix, as renewable energy under contractual agreements is excluded from residual calculations.
2. The change is related to a switch from revenue-based data to activity-based data.



Overall Emissions Performance.

Our combined Scope 1, 2, and 3 (business travel only) emissions increased by 22% compared to the previous year. However, they remain 44% lower than our 2019 benchmark year (1,050 tCO₂eq in 2024 vs 1,886 tCO₂eq in 2019).

The main contributing factors are:

- **Electrification of our vehicle fleet:** While we have made significant progress transitioning to hybrid and electric vehicles, further efforts are needed to shift fully to electric in the coming years to maximise emissions reductions
- **Fuel and energy-related activities:** Although net consumption has decreased in absolute terms, our overall emissions have been impacted by a 25% increase in the emission intensity factor, which offsets some of the gains
- **Business travel:** Despite strengthened policies and notable reductions in air travel and hotel stays, the emission intensity factor for air travel has increased significantly, limiting the effectiveness of our efforts

In 2024, in addition to our continued aim of reducing our operational footprint, we further offset our carbon footprint by purchasing carbon credits.



Candriam decided to focus on offsetting the portion of our operational footprint that we control (Scopes 1 and 2 and business travel). In 2024, our operational footprint was 1,050 tonnes of carbon dioxide equivalent (CO₂eq). We selected the Vichada Climate Reforestation Project, a gold-standard certified project in Colombia's Orinoco Basin, to offset 1,000 tCO₂eq.³ The project aims to transform savannah lands into biodiverse forests as part of the effort to combat climate change.

3. We reserve carbon credits before finalising our footprint, which may lead to slight over- or under-offsetting.

Optimise Waste Management.

In 2024, we focused on several measures to help reduce waste. Key initiatives during the year included:

- Continuing to recycle mobile devices
- Further renovating the Belgium office, consolidating multiple coffee corners into one to reduce resource consumption, with similar renovation projects set to be deployed in 2025 in our London and Luxembourg offices
- Investing in digitalisation such as artificial intelligence, Office 365, Teams and Power Platform, to reduce paper waste and gain efficiencies, focusing these where they bring the most value. We remain mindful of the adverse negative impacts of digitalisation on the environment and aim to use technology responsibly while minimising its footprint
- Ensuring our merchandise is sustainable, such as choosing products made in Europe, with sustainable materials and/or with a sufficiently long lifespan, with almost 100% of merchandise meeting our sustainability expectations in 2024



All our events are now managed with sustainability in mind, especially by applying the following principles:

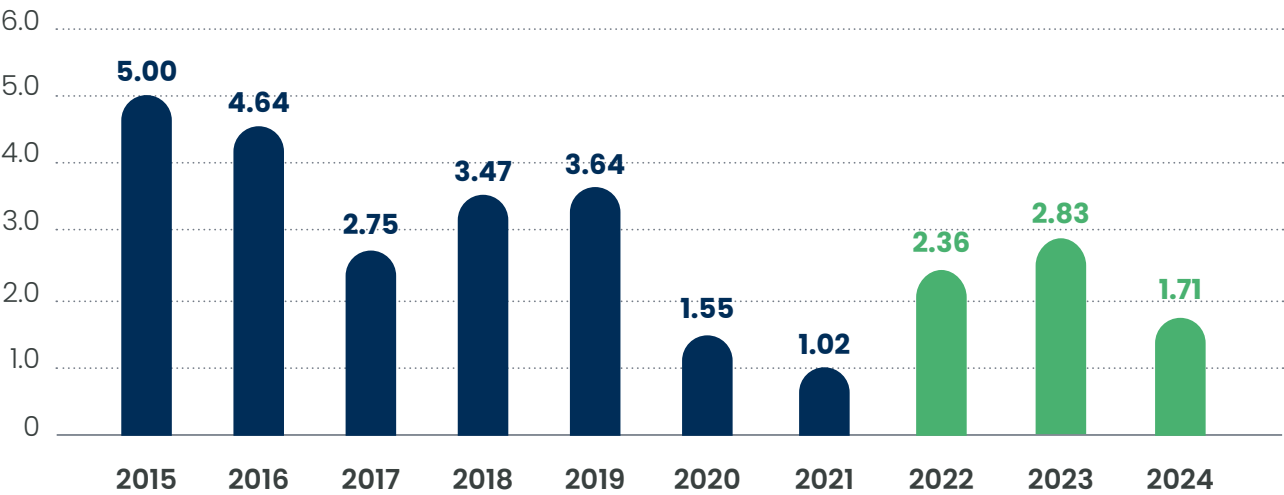
- Minimise the environmental footprints of events by examining venues, activities and transport options, and opting for local sourcing where possible
- Ensure 30% vegetarian food in event catering, including having some meals that are entirely plant-based



Paper Waste.

In 2024, paper use decreased by 40% compared to the previous year and remains far lower than pre-Covid-19 levels (~53% compared to 2019).⁴ While business activities are returning to normal, we are committed to reducing paper waste in our operations and have implemented programmes to do so, such as awareness campaigns, procuring paper with EU and/or Forest Stewardship Council ecolabels and using recycled paper where possible.

Candriam emissions from wastepaper consumption (tCO2eq, year-on-year)*



* All figures calculated by Sustainable I/ Trucost

4. Despite our efforts to reduce the use of paper and consider alternative digital solutions, the 2025 target of reducing our consumption by 90% compared to 2019 will probably have to be rolled out within our 2030-related roadmap.

Sustainable Procurement Process.

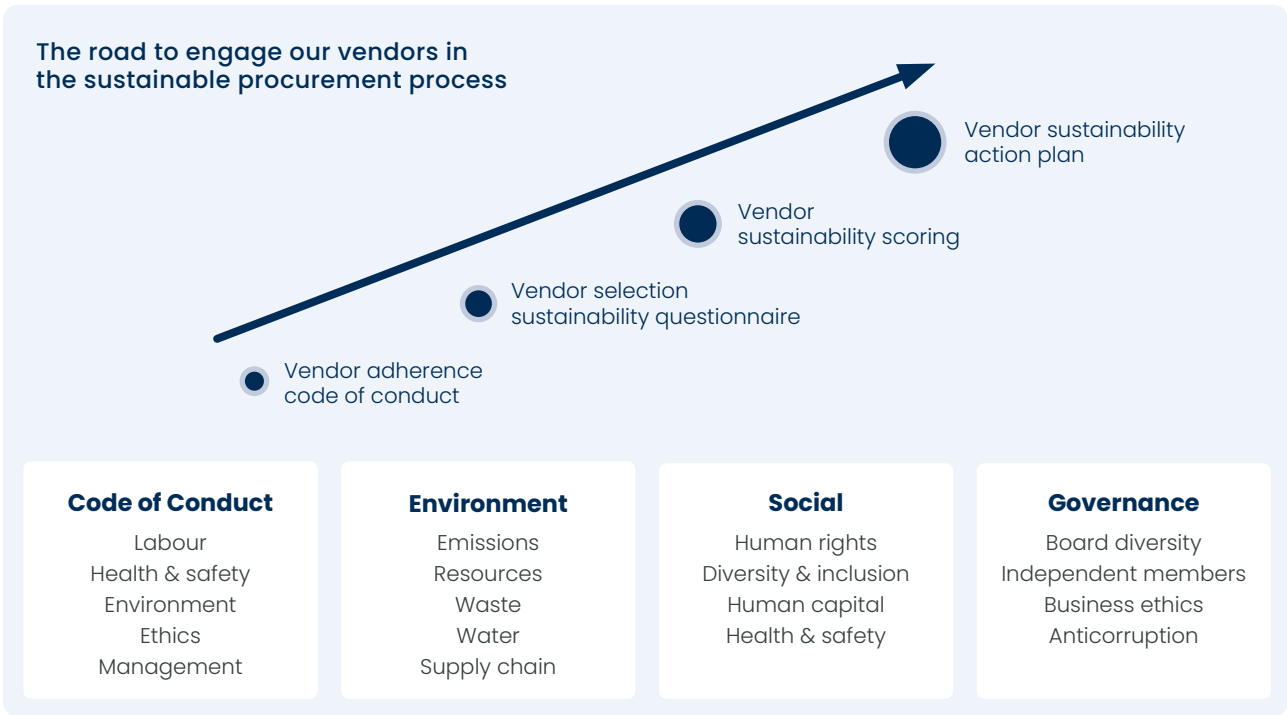
We aim to work with vendors that share our sustainable outlook and seek to encourage sustainable practices through engagement with our Tier 1 vendors.⁵ Our approach is based on three pillars:

- Adopting the Candriam supplier code of conduct to promote ethical, legal, environmental and responsible behaviours
- Applying a sustainability questionnaire during vendor selection
- Applying a vendor sustainability scoring framework

In addition to our Supplier Code of Conduct, in 2024 Candriam further formalised our Sustainable Procurement Policy. We also further enhanced and broadened the use of our supplier due diligence questionnaire, including a scoring and risk classification with particular attention to human rights.

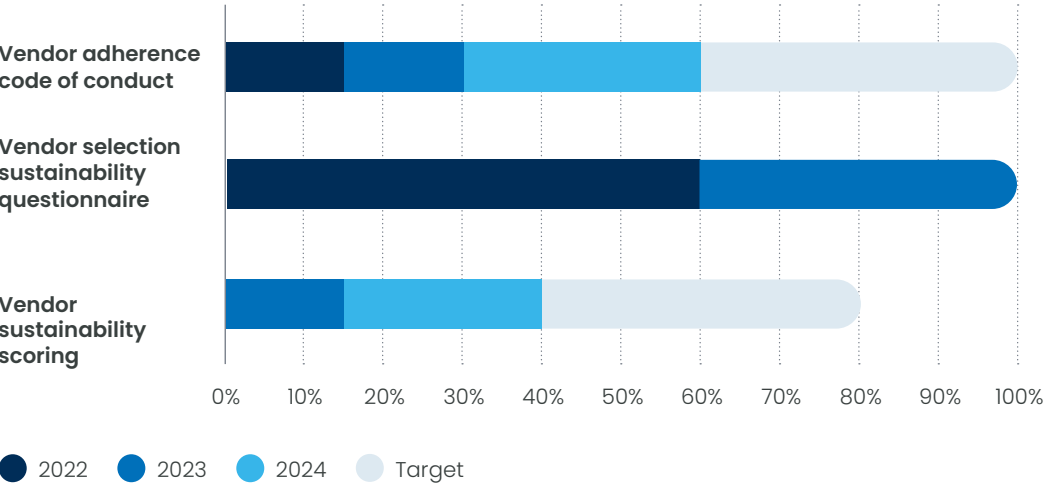
Our overall efforts during 2024 resulted in 60% of our vendors adhering to our Supplier Code of Conduct (doubled compared to 2023) and 40% being assessed based on our sustainability scoring framework (compared to 15% in 2023). We also applied a sustainability questionnaire and assessment in 100% of our new requests for proposal (RFPs).

Candriam sustainable procurement milestone



5. A Tier 1 vendor is defined as a vendor with a yearly spend of more than €100,000

Sustainable procurement (KPI)



KPI	KPI description	Realised 2024
Vendor adherence to code of conduct	Percentage of Tier 1 vendors that have either (i) signed a code of conduct adherence based on the standard Responsible Business Alliance (ii) communicated or have a publication of a proper code of conduct (iii) subscribed via contract clause the new Candriam Supplier Code of Conduct (iv) shared or published a statement in line with the UK’s Modern Slavery Act. ⁶	60% of Candriam’s Tier 1 vendors ⁷ signed Candriam’s code of conduct or have their own code of conduct that applies the same principles.
Vendor selection sustainability questionnaire and assessment	Percentage of RFP processes ran by procurement that incorporated a sustainability questionnaire and assessment.	100% of Candriam’s new RFPs for vendors included a specific sustainability questionnaire and assessment.
Vendor sustainability scoring	Percentage of Tier 1 vendors that completed a sustainability questionnaire and received a score. This includes (i) vendors that answered the questionnaire or (ii) vendors that sent documents that represent answers to the questionnaire.	40% of Candriam’s Tier 1 vendors answered our sustainability questionnaire or provided documents to do so.

Candriam Value Chain policies

[Candriam Supplier Code of Conduct](#)

[Candriam Human rights policy](#)

6. The Modern Slavery Act applies only to UK suppliers
7. A Tier 1 vendor is defined as a vendor with a yearly spend exceeding €100,000

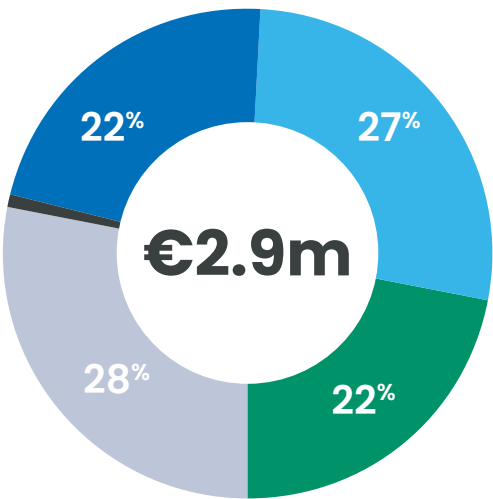




Responsible Citizens.

Donations 2024.

2024 donations are paid in 2024 and 2025



- Sustainability education
- Social inclusion and solidarity
- Protecting the environment
- Fight against cancer
- Opex





Candriam Institute for Sustainable Development.

The Candriam Institute for Sustainable Development (the Institute) embodies Candriam’s philanthropic activities. It focuses on four main impact areas, inspired by the United Nation’s Sustainable Development Goals:

- Sustainability education
- Social inclusion and solidarity
- Protecting the environment
- Fight against cancer

1

No poverty

3

Good health and well-being

4

Quality education

8

Decent work and economic health

10

Reduced inequalities

12

Responsible consumption and production

13

Climate action

14

Life below water

15

Life on land

UN Sustainable Development Goals that the Institute supports through its initiatives

Sustainability Education

If the financial sector wants to play a role in the successful transition to a sustainable economic model, then more research and education are needed about how sustainability can be effectively integrated into sound economic and financial decisions. Therefore, Candriam backs academic chairs, PhD research and teaching on sustainable investing and key sustainability themes. In 2024, the Institute reached close to 500 students via its academic partners and funded several papers on research topics such as:

- How sustainability ratings help direct financial resources toward ecological transition projects
- Research methodologies to better identify and integrate non-financial criteria into the analysis of value creation
- In-depth analysis of circularity practices across different sectors of the economy

Academic partners



The Candriam Academy.

Candriam also promotes sustainable finance through the Candriam Academy (the Academy). The Academy is a hub for learning about sustainable and responsible investing and was the first free-to-access accredited training platform of its kind when it was founded in 2017. It aims to equip professionals, investors and other enthusiasts with the tools, insights and expertise to navigate the financial sector while fostering a culture of sustainability.

Offering online courses, webinars and research materials, the Academy drives positive change by empowering individuals to make informed decisions that align with sustainability principles.

In 2024, the Academy reached 16,400 members across 116 countries globally, organised two ESG talks and expanded its offering by introducing two new modules, Engagement and Biodiversity, bringing the total to seven modules.

The training programmes¹ provided by the Candriam Academy are recognised by renowned associations.



1. Not all training modules are accredited in the same way. Please refer to the description of each module to check the accreditations available per module.



In addition, the Institute believes that social entrepreneurship across sustainability challenges can have a direct and transformational impact on society. In 2024, the Institute supported two new social entrepreneurs through its venture philanthropy partnership with Ashoka¹:

- Yesil Cember, promoting environmental education for citizens from all backgrounds in Germany
- Vierwende, focusing on strengthening a community of homeowners to improve the climate resiliency of their homes in Germany

Entrepreneurship partners



1. For more information: see www.ashoka.org



Social Inclusion and Solidarity.

Candriam believes societies can only thrive sustainably when they offer equal opportunities to all and foster social cohesion. The Institute offers opportunities for enrichment to children, teenagers and young adults from different backgrounds through mentoring, access to culture and education through scholarships. The Institute has reached over 19,500 young people so far.

Mentoring partners



Cultural partners



Education partners



Helping Those Who Help

In 2024, the Institute’s staff-driven initiative, Helping Those Who Help (HTWH), selected 14 grassroots organisations to support a range of projects, from sport and music therapy for ill and vulnerable populations, to house rehabilitation for people in need, to assistance for smallholder farmers in Malawi.

Since 2001, HTWH has donated over €2.28m to 120 associations, supporting more than 227 projects.

In addition, Candriam responds to emergencies globally. In 2024, the Institute donated to the Red Cross’s pool of funds for international emergencies, including a donation specifically to aid victims of the significant flooding in Spain. More broadly, the Red Cross funds aid people in need during natural disasters, armed conflicts and other emergencies, providing specialised, on-the-ground knowledge that enables a faster response to emergency situations.





The Institute continued supporting Responsible Young Drivers (RYD), the leading Belgian youth non-government organisation promoting road safety and green transport. With the Institute’s support, RYD trained thousands of secondary school students aged 12 to 18 about green transport and road safety.

In 2024, the Institute started a new partnership with Join For Water to modernise drinking infrastructure in Ecuador and Peru as part of Candriam’s new water strategy.



Responsible and sustainable mobility partners



Protecting the Environment.

The Institute’s environmental programme invests in initiatives that contribute to climate change mitigation and restore fragile ecosystems while ensuring sustainable livelihoods for local communities in Europe and internationally. Candriam has helped with the restoration and/or management of over 1,000 hectares of ecosystems so far.

Environment partners



The Institute continued supporting its circular partner Close the Gap, a social enterprise that provides high-quality refurbished IT devices for social and educational projects. In 2024, the Institute enabled the distribution of 200 desktops and laptops to nine schools and social organisations in Africa to make information and communication technology (ICT) more accessible, improve education quality for students in disadvantaged communities and widen access to ICT training, including for girls and women.

Circular economy partners





Fight Against Cancer.

Candriam believes philanthropy has a role to play in underpinning innovative and sometimes underfunded cancer research areas and social support for people with cancer. A yearly impact assessment is conducted with Candriam’s healthcare experts to continue championing impactful cancer research initiatives.

In 2024, Candriam continued supporting 12 leading oncology organisations in Europe and internationally. The Institute funded projects in various research areas, such as early diagnosis of lung and ovarian cancer, paediatric cancer, precision medicine, molecular profiling and screening technology.

Fight against cancer partners



Learn more about the Candriam Institute on its [website](#) and in our [annual report](#).

Engagement.

Candriam offers two days of volunteer work per year to our employees. In 2024, Candriam also launched our volunteer platform, Candriam Solidarity, to facilitate and encourage our employees to carry out solidarity missions with associations during their working hours. The new platform led to 268 hours of volunteering, with over 80 colleagues including our CEO Vincent Hamelink engaged in solidarity actions such as:

- Clothing and toys drive
- Fundraising for oncology organisations
- Volunteering on urban farms
- Supporting Christmas celebrations for families in need

In addition, we organised our annual Tero Go challenge to support the Breast International Group, a global breast cancer research organisation, with more than 160 employees participating. This was on top of our annual Pink October client events, which aim to raise awareness of breast cancer.





Awards.

Candriam was named the **#2 responsible investment brand** by 600 asset managers globally, according to the Hirschel & Kramer Responsible Investment Brand Index (RIBI).

Candriam **ranked 24th** in the 2024 Broadridge Fund Brands 50 report.





KPIs.

Responsible operations & supply chain.

KPI ^{1,2}	2018	2019	2020	2021
Candriam total carbon emissions scope 1-2-3 upstream (tCO2eq) ^{4,7} Revenue based approach for scope 3 cat 3-5	11,612	12,968	12,172	14,500
Candriam total carbon emissions scope 1-2-3 upstream (tCO2eq) ^{4,7} Activity based approach for scope 3 cat 3-5	N/A	N/A	N/A	N/A
Candriam carbon footprint scope 1-2-3 upstream (tCO2eq/ m € revenues) ^{3,4,5,7} Revenue based approach for scope 3 cat 3-5	49	46	43	42
Candriam carbon footprint scope 1-2-3 upstream (tCO2eq/ m € revenues) ^{3,4,5,7} Activity based approach for scope 3 cat 3-5	N/A	N/A	N/A	N/A
Candriam carbon footprint – scope 1,2 and business travel (tCO2eq) ^{3,4}	1,912	1,886	760	617
Candriam business travel emissions (tCO2eq)	1,080	1,178	139	113
Candriam energy footprint – location-based (tCO2eq) ⁸	249	141	118	110
Candriam energy footprint – market-based (tCO2eq) ⁸	N/A	N/A	N/A	N/A
Candriam vendors related footprint (tCO2eq)	3,906	4,198	4,266	5,949
Candriam offset program (tCO2eq) ^{6,9}	9,393 (82% of total footprint of the operational value chain, excluding investments)	12,812 (100% of total footprint of the operational value chain, excluding investments)	12,065 (100% of total footprint of the operational value chain, excluding investments)	13,000 (89.7% of total footprint of the operational value chain, excluding investments)
Paper consumption (tCO2eq) ¹⁰	3.5	3.64	1.55	1.02
Candriam corporate electrification fleet (%)	N/A	N/A	15%	38%

1. All data calculated by Sustainable 1 and Candriam unless otherwise mentioned. Additional information on Sustainable 1 and its methodology can be found here <https://www.spglobal.com/spdji/en/documents/additional-material/faq-trucost.pdf>
2. Emissions data do not take into account the entire scope of emissions and in particular those of scope 3 (emissions from the entire value chain and use of products).
3. For more information on Candriam's carbon footprint definition, please visit our ESG and Impact Indicators Definitions and Methodology https://www.candriam.com/en/professional/SysSiteAssets/medias/insights/sfdr-publications/sfdr-esg-impact-indicators-definitions_en.pdf
4. Data does not cover all emissions across scope 1, 2 and 3 (specifically scope 3 emissions related to the value chain and product use)
5. Revenues excluding Kartesia

2022	2023	2024	Target	Notes & reference to disclosure standards
12,100	9,434	-		GRI (305 1-2-3) CDP (C6) GHG Protocol Scope 1,2,3 cat 1-7- 2020 data impacted by Covid-19
N/A	N/A	7,681		GRI (305 1-2-3) CDP (C6) GHG Protocol Scope 1,2,3 cat 1-7
38	35	-		GRI (305-4) CDP (C6.10) GHG Protocol Scope 1,2,3 cat 1-7- 2020 data impacted by Covid-19
N/A	N/A	25		GRI (305-4) CDP (C6.10) GHG Protocol Scope 1,2,3 cat 1-7
1,017	859	1,050	-30% in 2025 versus 2019	
644	536	604		GRI (305 1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 3 cat 6 - 2020 data impacted by Covid-19
96.3	97	87		GRI (305 1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 2 - 2020 data impacted by Covid-19
N/A	N/A	123.27		GRI (305 1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 2
5,198	3,911	6,170		GRI (305-1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 3 cat 1, 2- 2020 data impacted by Covid-19
1,200 (117.99% of Candriam carbon footprint – scope 1,2 and business travel)	1,177 (137% of Candriam carbon footprint – scope 1,2 and business travel)	1,000 (95.2% of Candriam carbon footprint – scope 1, 2 and business travel)		Coverage of Candriam operational emissions
2.36	2.83	1.71	-90% in 2025 versus 2019	
53%	79%	89%	>90% end of 2025	

6. Since 2022, our carbon offsetting focuses on compensating Candriam carbon footprint – scope 1,2 and business travel
7. Following a change in methodology by our carbon data provider Sustainable 1 impacting scope 3 emissions (categories 3-5) for 2024 data, historical comparison are no more possible. Category 3 fuel & energy related activities, category 4 upstream transportation & distribution, category 5 waste generation in operations
8. According to GHG Protocol Scope 2 guidance, corporates are to report two Scope emissions totals – location based and market based – known as 'dual reporting'.
9. We reserve carbon credits before finalizing our footprint, which may lead to slight over- or under-offsetting.
10. Despite our efforts to reduce the use of paper and consider alternative digital solutions, the 2025 target of reducing by 90 % our consumption compared to 2019 will probably have to be rolled out within our 2030-related roadmap.



Responsible Employer.

KPI ¹	2019	2020	2021	2022	2023	2024	Target
% of female share of total workforce ²	33%	34%	33%	34%	34%	34%	40% (2025)
% of male share of total workforce	67%	66%	67%	66%	66%	66%	
% of women in Executive Committee ²	16%	16%	17%	20%	22%	22%	30% (2025)
% of men in Executive Committee	84%	84%	83%	80%	78%	78%	
% of women in Management Committee	22%	24%	24%	27%	27%	29%	30% (2025)
% of men in Management Committee	78%	76%	76%	73%	73%	71%	
% of women in new hires < 30 years	35%	45%	42.1%	43%	38%	45%	50% on average 2021-2025
% of men in new hires < 30 years	65%	55%	58%	57%	62%	55%	
Gender Equality Index (French indicator based on Candriam France figures only) ³	84	75	81	87	87	92	
% of staff following non-mandatory training	81%	80%	87%	92%	88%	96%	80%
% of staff who are Candriam Academy Accredited ^{4,5}	10%	9%	19%	85%	94%	88%	>90%
Average training hours - Women	N/A	10	18	24	20	31	
Average training hours - Men	N/A	8	12	20	16	30	

1. All figures calculated by Candriam except otherwise mentioned.
2. Progress has been made toward the 2025 ambition set in 2020, supported by initiatives such as inclusive hiring practices, a mentoring program and a flexible work policy. However, the original ambition has proven to be overly ambitious due to delayed impact, market challenges and the ongoing gender imbalance in key roles in the asset management industry (e.g. IT, investment management). As we develop our roadmap for 2025-2030, we will define an adjusted range for our ambitions, with the upper bound aligning with the original 2025 ambition.
3. <https://travail-emploi.gouv.fr/droit-du-travail/egalite-professionnelle-discrimination-et-harcèlement/indexegapro>
4. As of 2023, excluding long-term absence and late joiners
5. In 2023, the 100% target was reviewed to more than 90 % to take into account some timing issues in the completion of training by new joiners.

Procurement.

KPI ¹	2021	2022	2023	2024	2025 Ambition
Vendor Adherence code of conduct ¹	5%	15%	30%	60%	100%
Vendor selection Sustainability questionnaire ²	61%	60%	100%	100%	100%
Vendor Sustainability Scoring ^{3,4}	1%	15%	15%	40%	60%

1. % of Tier 1 vendors that (i) signed a code of conduct adherence based on the standard Responsible Business Alliance or (ii) communicated or has a publication of a proper code of conduct (iii) subscribed via contract clause the new Candriam Supplier Code of Conduct (iv) shared or published a Modern Slavery Statement Act
2. % of RFP processes ran by Procurement that incorporated a Sustainability questionnaire and assessment
3. % of Tier 1 vendors who completed a sustainability questionnaire and has received a scoring. This includes (i) vendors that answered the questionnaires or (ii) vendors that have sent documentations that represent answers to questionnaires.
4. 2025 target reviewed in 2024 from 100% to align with progressive implementation of automation process
5. Tier 1 Vendor is defined as a vendor with > 100K€ spend on a yearly basis



Responsible Investment.

KPI ¹	2018	2019	2020	2021
% of ESG Bonds in total fixed income assets - Green/Social / Sustainability bonds ⁴	4,2%	6,5%	8,2%	7,1%
% of ESG-related investments in total AUM (assets which apply other ESG approaches than controversial activities exclusion)	31,26%	41,7%	47,12%	66,5%
% of Sustainable investments in AUM in scope of SFDR (SFDR art 8 and 9 products) ⁹	N/A	N/A	N/A	76,03%
% of AUM carrying a formal ESG/SRI certification or label ⁵	4%	6%	17%	21%

Of which:

AUM carrying a French SRI label (Mln €)	856	1,891	13,064	20,964
Number of funds carrying a French SRI labels	4	4	18	21
AUM carrying a Belgian Towards Sustainability label (Mln €)	737	7,96	21,846	32,084
Number of funds carrying a Belgian Towards Sustainability label	12	39	50	40
AUM carrying a LuxFlag ESG label (Mln€)	0	1,133	2,068	3,302
Number of funds carrying a LuxFlag ESG label	0	2	2	2
Carbon intensity of investee companies in the scope of SFDR products (tCO2-eq/Mio € Revenues, scope 1, 2, 3) ²	N/A	N/A	N/A	N/A
Carbon intensity of investee companies in the scope of SFDR products (tCO2-eq/Mio € Revenues, scope 1 & 2) ^{2,3}	N/A	N/A	N/A	N/A
Carbon intensity of investee companies in the scope of SFDR products (tCO2-eq/Mio € Revenues, scope 3 upstream) ^{2,3}	N/A	N/A	N/A	N/A
Carbon intensity of investee companies in the scope of SFDR products (tCO2-eq/Mio € Revenues, scope 3 downstream) ^{2,3}	N/A	N/A	N/A	N/A

1. All figures calculated by Candriam except otherwise mentioned.
2. For more information on Candriam's carbon footprint definition, please visit our ESG and Impact Indicators Definitions and Methodology - https://www.candriam.com/en/professional/SysSiteAssets/medias/insights/sfdr-publications/sfdr-esg-impact-indicators-definitions_en.pdf
3. The data don't take into account all emissions and especially all or part of the scope 3 emissions (emissions related to the value chain and use of products).

2022	2023	2024	2025 Ambition	Notes & reference to disclosure standards
7,45%	13,78%	12,90%	-	
74,09%	76,57%	75,27%	-	
85,64%	88,74%	88,94%	-	PRI OO 18
27%	23%	20%	-	PRI OO 18.1

19,661	21,503	18,809	-	www.llelabelisr.fr
21	21	21	-	
29,603	32,025	29,102	-	towardssustainability.be
40	42	39	-	
2,732	3,657	3,816	-	luxflag.org
2	2	2	-	
NA	983.35	1,070.14	-	SFDR PAI 3 - data coverage 2024 98.62% 2023 96 %
120.84	81.9	78.8	-	SFDR PAI 3 - data coverage 2024 98.62% 2023 96 %, 2022 97 %
NA	115.7	98.14	-	SFDR PAI 3 - data coverage 2024 98.62% 2023 96 %
NA	786.1	893.5	-	SFDR PAI 3 - data coverage 2024 98.62% 2023 96 %

4. Source: Bloomberg, Candriam calculation.
5. Funds carrying at least one SRI label among the national French SRI label, the Belgian Towards sustainability label or the ESG Luxflag label.
9. Ratio based only on assets that are in scope of SFDR.



Responsible Investment. (CONT)

KPI ¹	2018	2019	2020	2021
Carbon intensity Candriam funds in Net Zero scope (tCO2-eq/Mio \$ Revenues, scope 1 & 2) ^{2,3,6,10}	N/A	108,64	N/A	N/A
Scope of financed emissions Net Zero or aligned with Net Zero pathway ^{8,10,11}	N/A	N/A	N/A	N/A
Scope of financed emissions Net Zero successfully engaged or under engagement ^{6,10}	N/A	N/A	N/A	N/A
Engagement with companies top contributors to our Net Zero scope ^{6,10}	N/A	N/A	N/A	N/A
% AUM applying Candriam coal exclusion policy ⁷	8.2%	61.2%	61.7%	72.1%
% AUM invested in companies active in the fossil fuel sector ⁸	N/A	N/A	N/A	N/A

1. All figures calculated by Candriam except otherwise mentioned.
2. For more information on Candriam's carbon footprint definition , please visit our ESG and Impact Indicators Definitions and Methodology - https://www.candriam.com/en/professional/SysSiteAssets/medias/insights/sfdr-publications/sfdr-esg-impact-indicators-definitions_en.pdf
3. The data don't take into account all emissions and especially all or part of the scope 3 emissions (emissions related to the value chain and use of products)
6. Candriam Net Zero Asset Management commitment following our 2021 signature of the Net Zero Asset Managers initiative <https://www.netzeroassetmanagers.org/signatories/candriam/>

2022	2023	2024	2025 Ambition	Notes & reference to disclosure standards
78,09	79,94	58.86	54,32 (2030)	Net Zero Asset Management Initiative, intermediate target for 17 % of Candriam AUM (23.2 bn USD, 60.7 % AUM SFDR art 8 & 9 Candriam open funds)
17%	19%	16%	50% (2030)	
50.70%	52,30%	51.00%	70 % (2030)	
47	52	56	40 (2030)	
62.18%	64.89%	70.00%	-	<u>Candriam Exclusion Policy</u>
3.71%	3.26%	2.93%	-	SFDR PAI 4 - data coverage 2024 97%, 2023 96%, 2022 97%

7. Candriam company-wide policy excludes from investments all companies that are directly involved in the thermal coal industry and deriving more than 5% of their revenues from coal. New developing projects related to coal lead also to exclusion.
8. Candriam and MSCI data, assets scope all investments for which Candriam acts as management company and for which Candriam has received the management activity, advisory services excluded.
10. Within an evolving ESG landscape, Candriam keeps working towards achieving net zero by 2050.
11. The decrease observed in 2024 is primarily driven by changes in portfolio composition.



Appendices.

Our engagement with industry associations, thinks tanks and policymakers at the EU level.

	Name of Association	Joined in
SRI Working Groups within:	<u>AFG</u> - Association Française de la Gestion financière	2003
	<u>BEAMA</u> - Belgian Asset Managers Association	2004
	<u>EFAMA</u> - European Fund And Asset Management Association	2010
	<u>ALFI</u> - Association of the Luxembourg Fund Industry	2024
Several sustainable investment forums:	<u>VBDO</u> - Dutch Sustainable Investment Forum	2007
	<u>Forum Nachhaltige Geldanlagen</u> (Germany, Switzerland & Austria)	2010
	<u>Swiss Sustainable Finance</u> (Switzerland)	2014
	<u>Forum pour l'Investissement Responsable</u> (French SIF FIR)	2014
	<u>Forum per la Finanze Sostenibile</u> (Italy SIF)	2015
	<u>UKSIF</u> - United Kingdom Sustainable Investment Forum	2016
	<u>US SIF</u> - United States Forum for Sustainable & Responsible Investment	2016
	<u>IIGCC</u> - The Institutional Investors Group on Climate Change	2020
Other Sustainability-oriented investor bodies:	<u>Investor Alliance for Human Rights</u> (ICCR Initiative)	2021

Active Participation in External Industry Events.

Event name	Organising entity	Candriam role	Date	Location
Table Ronde - Due Diligence ESG : bonnes pratiques et méthodologie	Operational Due Diligence Services (ODDS) (Euroclear FundsPlace)	Panellist	25/06/2024	Paris, France
Nachhaltigkeitsakademie	Institut für Versicherungswissenschaften Leipzig (IfVW)	Presenter	03/05/2024 and 29/11/2024	Online
BVI Sustainability Conference	Bundesverband Investment und Asset Management (BVI)	Presenter	11/06/2024	Frankfurt, Germany
Roundtable - low carbon & climate investing	Option Finance	Panellist	06/06/2024	Paris, France
Roundtable - Sustainability, Biodiversity and Planetary Health	Altii	Panellist	13/05/2024	Frankfurt, Germany

Appendices. (CONT)

Candriam participation to ESG- related initiatives.

Initiative	Thematic	Signed in
Principles for Responsible Investment (PRI)	ESG	2006
UNGC Call to action on anti-corruption	G	2014
G20 Energy efficiency investor statement	E	2015
Montreal carbon pledge	E	2015
Paris pledge for action	E	2015
Investor statement on ESG credit ratings	ESG	2017
Adhesion to green and social bond principles	ES	2017
Tobacco-free finance pledge	S	2018
The investor agenda	E	2018
Commitment to support a just transition on climate change	ESG	2018
Task Force on Climate-related Financial Disclosures (TCFD) supporter	E	2021
Net Zero Asset Managers Initiative (NZAMI)	E	2021
UK stewardship code 2020	ESG	2022 application, approved in 2023
Task Force on Nature-related Financial Disclosures (TNFD)	E	2023, public information 2024





€155bn

AUM as of
31 December 2024



603

Experienced and
committed professionals



25+ years

leading the way in
sustainable investing



CANDRIAM. INVESTING FOR TOMORROW.
[CANDRIAM.COM](https://www.candriam.com)

CANDRIAM 
A NEW YORK LIFE INVESTMENTS COMPANY