

Candriam CSR KPIs

Responsible operations & supply chain

| KPI ^{(1) (2)} | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2025 target | 2030 target | Notes & reference to disclosure standards |
|--|--------|--------|--------|--------|--------|-------|-------|-------|-------------|-------------|---|
| Candriam total carbon emissions scope 1-2-3 upstream (tCO ₂ eq) ^{(4) (7)} – Revenue based approach for scope 3 cat 3-5 | 11 612 | 12 968 | 12 172 | 14 500 | 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 |
| Candriam total carbon emissions scope 1-2-3 upstream (tCO ₂ eq) ^{(4) (7) (10)} – Activity based approach for scope 3 cat 3-5 | - | - | - | - | - | - | 7 681 | 6 900 | - | - | GRI (305 1-2-3) CDP (C6) GHG Protocol Scope 1, 2, 3 cat 1-7 VSME C3-50 |
| Candriam carbon footprint scope 1-2-3 upstream (tCO ₂ eq/ mio € revenues) ^{(3) (4) (5) (7)} – Revenue based approach for scope 3 cat 3-5 | 49 | 46 | 43 | 42 | 38 | 35 | - | - | - | - | GRI (305-4) CDP (C6.10) GHG Protocol Scope 1, 2, 3 cat 1-7- 2020 data impacted by Covid-19 VSME B3-31 |
| Candriam carbon footprint scope 1-2-3 upstream (tCO ₂ eq/ mio € revenues) ^{(3) (4) (5) (7)} – Activity based approach for scope 3 cat 3-5 | - | - | - | - | - | - | 25 | 21.9 | - | - | GRI (305-4) CDP (C6.10) GHG Protocol Scope 1, 2, 3 cat 1-7 VSME B3-31 |

Responsible operations & supply chain (cont)

| KPI ^{(1) (2)} | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2025 target | 2030 target | Notes & reference to disclosure standards |
|---|-------|-------|-------|-------|-------|-------|--------|-------|---|---|---|
| Candriam carbon footprint – scope 1, 2 and 3 cat 6 business travel (tCO ₂ eq) ^{(3) (4)} | 1 912 | 1 886 | 760 | 617 | 1 017 | 859 | 1 050 | 582 | -30% in 2025 versus 2019 (i.e. 1 320 tCO ₂ eq) | -46% in 2030 versus 2019 (i.e. 1 011 tCO ₂ eq) | - |
| Candriam business travel emissions (tCO ₂ eq) | 1 080 | 1 178 | 139 | 113 | 644 | 536 | 604 | 298 | - | - 49% in 2030 versus 2019 (i.e. 600 tCO ₂ eq) | GRI (305 1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 3 cat 6 – 2020 data impacted by Covid-19 VSME C3-50 |
| Candriam direct footprint – mobile combustion and gas (tCO ₂ eq) | - | 567 | 503 | 393 | 227 | 226 | 359 | 199 | - | -42% in 2030 versus 2019 (i.e. 329 tCO ₂ eq) | VSME B3-30 |
| Candriam energy footprint – location-based (tCO ₂ eq) ⁽⁶⁾ | 249 | 141 | 118 | 110 | 96 | 97 | 87 | 85 | - | -42% in 2030 versus 2019 (i.e. 82 tCO ₂ eq) | GRI (305 1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 2 – 2020 data impacted by Covid-19 VSME B3-30 |
| Candriam energy footprint – market-based (tCO ₂ eq) ⁽⁶⁾ | - | - | - | - | - | - | 123.27 | 115 | - | - | GRI (305 1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 2 |
| Candriam vendors related footprint (tCO ₂ eq) | 3 906 | 4 198 | 4 266 | 5 949 | 5 198 | 3 911 | 6 170 | 5 390 | - | - | GRI (305-1-2-3) CDP (C6) CDP (C7) GHG Protocol scope 3 cat 1, 2 – 2020 data impacted by Covid-19 VSME C3-50 |

Responsible operations & supply chain (cont)

| KPI ^{(1) (2)} | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2025 target | 2030 target | Notes & reference to disclosure standards |
|---|---|---|---|--|--|---|--|---|-------------|-------------|---|
| Candriam offset program (tCO ₂ eq) ^{(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) | 1 200 (117.99% of Candriam carbon footprint – scope 1, 2 and 3 business travel) | 1 177 (137% of Candriam carbon footprint – scope 1, 2 and 3 business travel) | 1 000 (95.2% of Candriam carbon footprint – scope 1, 2 and 3 business travel) | 582 (100% of Candriam carbon footprint – scope 1, 2 and 3 business travel) | - | - | - |
| Candriam Corporate electrification fleet (%) – Hybrid & full electric | - | - | 15% | 38% | 53% | 79% | 89% | 95% | >90% | - | - |
| % hybrid vehicle | - | - | - | - | 43% | 60% | 60% | 55% | - | - | - |
| % full electric vehicle | - | - | - | - | 10% | 19% | 29% | 40% | - | 90-100% | - |

- All data calculated by Sustainable 1 and Candriam unless otherwise mentioned. Additional information on Sustainable 1 and its methodology can be found here https://portal.sl.spglobal.com/survey/documents/SPG_SI_Trucost_Environmental_Data_Methodology.pdf.
- 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).
- 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.
- Data does not cover all emissions across scope 1, 2 and 3 (specifically scope 3 emissions related to the value chain and product use).
- Revenues excluding Kartesia.
- Since 2022, our carbon offsetting focuses on compensating Candriam carbon footprint – scope 1, 2 and 3 business travel.
- Following a change in methodology by our carbon data provider Sustainable1 impacting scope 3 emissions (categories 3-5) from 2024 data onwards, historical comparison are no more possible. Category 3 fuel & energy related activities, category 4 upstream transportation & distribution, category 5 waste generation in operations.
- According to GHG Protocol Scope 2 guidance, corporates are to report two Scope emissions totals – location based and market based – known as 'dual reporting'.
- We reserve carbon credits before finalising our footprint, which may lead to slight over – or under – offsetting.
- Due to data unavailability, the 2024 data does not include emissions related to Scope 3 category 15.

Responsible Employer

| KPI ⁽¹⁾ | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2025 target | 2026-2030 target | Notes & reference to disclosure standards |
|--|------|------|------|------|------|------|------|-------------------|-----------------------|---|
| % of female share of total workforce ⁽²⁾ | 33% | 34% | 33% | 34% | 34% | 34% | 35% | 40% (2025) | 35%-40% (2030) | |
| % of male share of total workforce | 67% | 66% | 67% | 66% | 66% | 66% | 65% | - | - | |
| % of female in top management (EXCO) | 16% | 16% | 17% | 20% | 22% | 22% | 25% | 30% (2025) | 25%-30% (2030) | VSME C5-59 |
| % of male in top management (EXCO) | 84% | 84% | 83% | 80% | 78% | 78% | 75% | - | - | |
| % of female in Management Committee | 22% | 24% | 24% | 27% | 27% | 29% | 29% | 30% (2025) | 30% (2030) | |
| % of male in Management Committee | 78% | 76% | 76% | 73% | 73% | 71% | 71% | - | - | |
| % of employees completing non-mandatory training | 81% | 80% | 87% | 92% | 88% | 96% | 100% | >80% | >80% | |
| % of employees accredited by Candriam Academy ⁽⁴⁾ | 10% | 9% | 19% | 85% | 94% | 88% | 84% | >90% | >90% | |
| Women Men Equality Index (French indicator based on CANDRIAM FR figures only) ⁽³⁾ | 84 | 75 | 81 | 87 | 87 | 92 | 92 | - | - | |
| Average training hours – Women (excl. mandatory trainings) | N/A | 10 | 18 | 24 | 20 | 31 | 31 | - | - | VSME B10-42(d) |
| Average training hours – Men (excl. mandatory trainings) | N/A | 8 | 12 | 20 | 16 | 30 | 25 | - | - | VSME B10-42(d) |

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 considered recruitment practices, mentorship programmes and flexible work policies. Given persistent gender balance challenges across the asset management industry – particularly in investment management, IT and senior leadership roles – the initial 40% female workforce representation ambition for 2025 has been recalibrated to a 35-40% range by 2030, ensuring a trajectory that remains both realistic and ambitious.

3. <https://travail-emploi.gouv.fr/index-de-legalite-professionnelle-femmes-hommes>.

4. 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. This number excludes long-term absence and late joiners.

Procurement

| KPI | 2021 | 2022 | 2023 | 2024 | 2025 | 2025 target |
|--|------|------|------|------|------|-------------|
| % of Tier 1 vendors adhering to Candriam Code of Conduct ⁽¹⁾⁽⁵⁾ | 5% | 15% | 30% | 60% | 100% | 100% |
| % of RFP processes ran by Procurement incorporating Sustainability questionnaire & assessment ⁽²⁾ | 61% | 60% | 100% | 100% | 100% | 100% |
| % of Tier 1 vendors who completed a sustainability questionnaire and received a scoring ⁽³⁾⁽⁴⁾⁽⁵⁾ | 1% | 15% | 15% | 40% | 66% | 60% |

- Percentage of Tier 1 vendors that have either: (i) signed adherence to a code of conduct based on the [Responsible Business Alliance standard](#); (ii) communicated or published an appropriate code of conduct; (iii) subscribed, via contractual clause, to the new Candriam Supplier Code of Conduct; or (iv) shared or published a statement in line with the UK Modern Slavery Act.
- Percentage of RFP processes ran by Procurement that incorporated a Sustainability questionnaire and assessment.
- Percentage of Tier 1 vendors who completed a sustainability questionnaire and has received a scoring. This includes (i) vendors that answered the questionnaire; or (ii) vendors that submitted documents equivalent to responses to the questionnaire.
- 2025 target reviewed in 2024 from 100% to align with progressive implementation of automation process.
- A Tier 1 vendor is defined as a vendor with a yearly spend of more than €100 000.

Responsible investment

| KPI ⁽¹⁾ | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026-2030 target | Notes / references |
|---|--------|-------|--------|--------|--------|--------|--------|--------|------------------------------|---|
| % of ESG-related investments in total AUM (assets which apply other sustainability approaches than exclusion policy only) | 31.26% | 41.7% | 47.12% | 66.5% | 74.09% | 76.57% | 75.27% | 74.88% | > 60% of Assets ESG-screened | |
| % of ESG Bonds in total fixed income assets – Green/Social / Sustainability bonds ⁽⁴⁾ | 4.2% | 6.5% | 8.2% | 7.1% | 7.45% | 13.78% | 12.90% | 16.89% | | |
| % of Sustainable investments in AUM in scope of SFDR (SFDR art 8 and 9 products) ⁽⁵⁾ | N/A | N/A | N/A | 76.03% | 85.64% | 88.74% | 88.94% | 88.84% | | |
| % of AUM carrying a formal ESG/SRI certification or label ⁽⁵⁾ Of which: | 4% | 6% | 17% | 21% | 27% | 23% | 20% | 18% | | |
| AUM carrying a French SRI Label (Mln €) | 856 | 1 891 | 13 064 | 20 964 | 19 661 | 21 503 | 18 809 | 17 920 | | |
| Number of funds carrying a French SRI Labels | 4 | 4 | 18 | 21 | 21 | 21 | 21 | 21 | | https://www.lelabelisr.fr/ |
| AUM carrying a Belgian Towards Sustainability label (Mln €) | 737 | 796 | 21 846 | 32 084 | 29 603 | 32 025 | 29 102 | 24 133 | | |
| Number of funds carrying a Belgian Towards Sustainability label | 12 | 39 | 50 | 40 | 40 | 42 | 39 | 34 | | https://towardsustainability.be/ |
| AUM carrying a LuxFlag ESG Label (Mln €) | 0 | 1 133 | 2 068 | 3 302 | 2 732 | 3 657 | 3 816 | 0 | | |
| Number of funds carrying a LuxFlag ESG label | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 0 | | https://luxflag.org/ |
| Carbon intensity of investee companies in the scope of SFDR products (tCO ₂ eq/Mio € Revenues, scope 1, 2, 3) ⁽²⁾ | N/A | N/A | N/A | N/A | NA | 983 | 1 070 | 1 320 | - | SFDR PAI 3 – data coverage 2025 97.99%, 2024 98.62%, 2023 96% |

Responsible investment (cont)

| KPI ⁽¹⁾ | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026-2030 target | Notes / references |
|---|------|------|------|------|--------|--------|--------|---------|--------------------|---|
| Carbon intensity of investee companies in the scope of SFDR products (tCO ₂ eq/Mio € Revenues, scope 1 & 2) ⁽²⁾⁽³⁾ | N/A | N/A | N/A | N/A | 120.84 | 81.87 | 78.78 | 74.68 | - | SFDR PAI 3 – data coverage 2025 97.99%, 2024 98.62%, 2023 96%, 2022 97% |
| Carbon intensity of investee companies in the scope of SFDR products (tCO ₂ eq/Mio € Revenues, scope 3 upstream) ⁽²⁾⁽³⁾ | N/A | N/A | N/A | N/A | NA | 115.66 | 98.14 | 97.81 | - | SFDR PAI 3 – data coverage 2025 97.99%, 2024 98.62%, 2023 96%, 2022 97% |
| Carbon intensity of investee companies in the scope of SFDR products (tCO ₂ eq/Mio € Revenues, scope 3 downstream) ⁽²⁾⁽³⁾ | N/A | N/A | N/A | N/A | NA | 786.12 | 893.51 | 1147.96 | - | SFDR PAI 3 – data coverage 2025 97.99%, 2024 98.62%, 2023 96% |
| Carbon intensity Candriam funds in Net Zero scope (tCO ₂ eq/Mio \$ Revenues, scope 1 & 2) ⁽²⁾⁽³⁾⁽⁶⁾ | N/A | N/A | N/A | N/A | 78.09 | 82.12 | 58.86 | 58.72 | | 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) |
| % Carbon intensity Candriam funds in Net Zero scope (tCO ₂ eq/Mio \$ Revenues, scope 1 & 2) – Not adjusted for fund AUM evolution ⁽²⁾⁽³⁾⁽⁶⁾ | | | | | | -12.5% | -37.3% | -32.0% | -50% (2030) | |
| % Carbon intensity Candriam funds in Net Zero scope (tCO ₂ eq/Mio \$ Revenues, scope 1 & 2) – Adjusted to consider the fund AUM at commitment ⁽²⁾⁽³⁾⁽⁶⁾ | | | | | | -22.8% | -44.8% | -37.5% | -50% (2030) | |
| % total AUM in scope of Net Zero commitment ⁽⁶⁾⁽¹⁰⁾ | | | | | | 18.05% | 16% | 15.5% | | |
| Scope of financed emissions Net Zero successfully engaged or under engagement ⁽⁶⁾ | N/A | N/A | N/A | N/A | 50.7% | 52.3% | 51.0% | 52.5% | 70% (2030) | |
| Engagement with companies top contributors to our Net Zero scope ⁽⁶⁾ | N/A | N/A | N/A | N/A | 47 | 52 | 56 | 60 | 40 (2030) | |

Responsible investment (cont)

| KPI ⁽¹⁾ | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026-2030 target | Notes / references |
|---|-------|--------|--------|--------|--------|--------|--------|--------|------------------|---|
| % AUM applying Candriam coal exclusion policy ⁽⁷⁾ | 8.18% | 61.18% | 61.73% | 72.09% | 62.18% | 64.89% | 70.00% | 69.90% | | https://www.candriam.com/siteassets/medias/publications/brochure/corporate-brochures-and-reports/exclusion-policy/candriam-exclusion-policy_en-2025.pdf |
| % AUM invested in companies active in the fossil fuel sector ⁽⁸⁾ | N/A | N/A | N/A | N/A | 3.71% | 3.26% | 2.93% | 3.04% | - | SFDR PAI 4 – data coverage 2025: 97%, 2024: 97%, 2023: 96%, 2022: 97% |

- All figures calculated by Candriam except otherwise mentioned.
- For more information on Candriam's carbon footprint definition, please visit our [ESG and Impact Indicators Definitions and Methodology](#).
- 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).
- Source: Bloomberg, Candriam calculation.
- Funds carrying at least one SRI label among the national French SRI label, the Belgian Towards sustainability label or the ESG Luxflag label.
- Candriam Net Zero Asset Management commitment following our 2021 signature of the Net Zero Asset Managers initiative <https://www.netzeroassetmanagers.org/signatories/candriam/>; Initial baseline WACI 1-2 for the scope of funds covered by the commitment: 108.64 tCO₂eq/Mio \$ Revenues, 2030 target 54.32 tCO₂eq/Mio \$ Revenues.
- 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.
- 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.
- Ratio based only on assets that are in scope of SFDR.
- The decrease observed since 2024 is primarily driven by changes in portfolio composition.