

Candriam Mission Statement



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Purpose

Investing for Tomorrow

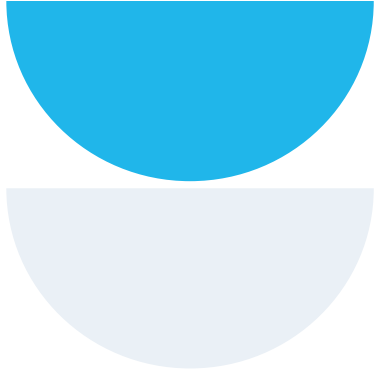
- As a global asset manager, we aim to generate long-term sustainable growth — for our clients, our company and society — by allocating capital where it creates lasting value and supports a resilient, competitive economy.
- We believe sustainability factors shape long-term economic performance and, when managed effectively, unlock significant opportunities for companies and investors, while considering different investment objectives and time horizons.

Vision

A Recognised Leader in Active, Responsible Investing

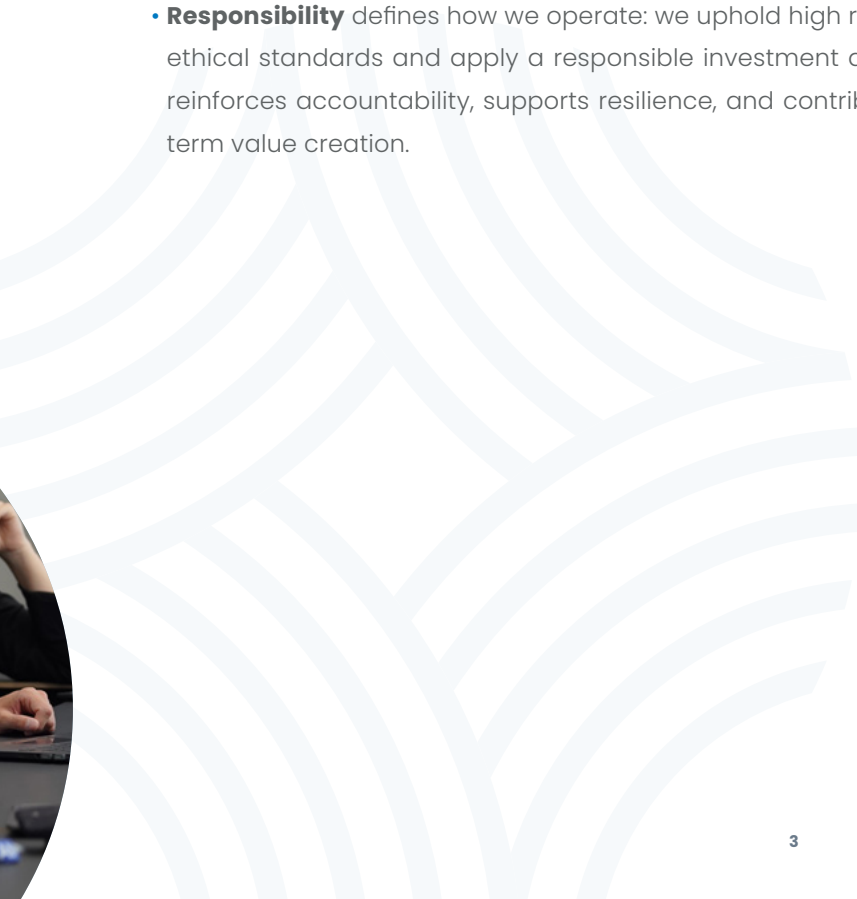
- We deliver conviction-led solutions that help our clients achieve their financial goals while contributing to long-term prosperity for the real economy.
- We aspire to create long-term value through investment decisions grounded in proprietary financial and sustainability research, balancing return potential, risks, and impacts, supported by engagement with issuers to enhance client outcomes.





Mission

Delivering High-Performance Investment Solutions with Conviction and Responsibility

- We deliver investment solutions across fixed income, equities, alternatives, multi-asset strategies, and private markets (the latter through our affiliates), aligned with our clients' objectives and constraints, and integrating financially material sustainability considerations where relevant within a disciplined investment process.
 - **Conviction** guides how we invest: we focus on our clients' long-term objectives, maintain investable universes that are sufficiently robust to support performance, draw on proven expertise and remain agile in a changing world.
 - **Responsibility** defines how we operate: we uphold high regulatory and ethical standards and apply a responsible investment approach that reinforces accountability, supports resilience, and contributes to long-term value creation.
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Culture

We strive to create a fair and inclusive workplace with a dynamic culture where all employees can develop their potential and generate sustainable value for clients, guided by our shared values of **G**rowth, **R**espect, **E**ngagement, **A**nticipation and **T**eam Spirit (**"GREAT"**).

Our client-oriented culture reflects a company-wide commitment to being a reliable and trustworthy partner, capable of delivering long-term value in a fast-changing world.

As an employer of choice, Candriam promotes an inclusive, growth-oriented environment that attracts and retains talent. We select individuals based on both technical and interpersonal skills, as well as their alignment with our long-term vision, and we support development through training, learning opportunities and regular feedback.

This approach strengthens engagement and loyalty and contributes to consistently low turnover. We emphasise teamwork and accountability, recognising their importance in achieving excellence across the organisation.

Staff participation in community and charitable initiatives further reinforces our organisational culture and supports broader societal resilience.

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