

Candriam Mission Statement



2024



Candriam Mission Statement.

Purpose

At Candriam, we believe that sustainability challenges are both a major roadblock to social progress and – when properly addressed – a source of multi-decade opportunities for companies. As economic agents involved in the allocation of resources, we want to take a positive and active part in this journey, both as an investor and as a company, **contributing to create a more sustainable and inclusive economy over the long term.**

We sum up this purpose in our tagline – “Investing for Tomorrow” – which is the promise of our brand to all its stakeholders, starting with our clients.

Vision

We want to be recognized as the leader in sustainable investing.

Candriam aims at offering our clients a conviction-led investment proposition meeting their financial goals while managing risks and contributing to long-term sustainable growth of the real economy.

We are convinced that, in asset management, value can be created by making well-rounded investment decisions, based on proprietary financial and extra-financial research which includes the consideration of material sustainability risks, opportunities and impacts.

As a good steward of our clients' investments, we engage with economic actors and allocate capital to those who manage their business to contribute to long-term prosperity and provide effective solutions for the world's challenges.

Mission and Strategy

Our mission is to provide our clients with innovative and high-performing investment solutions. We strive to achieve this through a combination of expertise in several key areas, such as fixed income, equities, alternatives, and multi-asset strategies, while embedding ESG considerations into our investment process.

We are always carefully refining our strategy to make sure we adjust to, and benefit from, an ever-evolving environment.



Culture and Values

Embedded in our brand name, which stands for **“Conviction AND Responsibility In Asset Management”**, our values guide Candriam’s corporate strategy and investment philosophy. They steer us away from risky short-term behavior, help to anticipate influential trends and underpin responsible business conduct.

Our **client-oriented culture** entails a commitment across the company to be a reliable and trustworthy partner, able to deliver long-term value in a fast-changing world. We strive to create a **fair and inclusive workplace** with a dynamic people-oriented culture where all staff can develop their potential and generate sustainable value for clients, adhering to shared values of **Growth, Respect, Engagement, Anticipation and Team Spirit: “GREAT”**.

As an employer of choice, Candriam promotes an inclusive, people-centric and growth-oriented culture. We strive **to create an environment that attracts, develops and retains the best talent**. We select staff carefully both on their technical and interpersonal skills and their alignment with Candriam’s long-term vision. We encourage our

staff to grow by providing opportunities for training, learning and knowledge sharing along with a feedback culture. This approach contributes to enhancing motivation and employee loyalty, thereby resulting in a low staff turnover rate.

Candriam places a strong emphasis on fostering a culture of teamwork and accountability, recognizing that these values are pivotal in cultivating an environment where individuals collaborate effectively and take ownership of their actions, ultimately driving excellence across the organization.


Through the Candriam Institute for Sustainable Development, we contribute to progress via **philanthropic support** for education & research, climate and circular economy projects as well as social inclusion and community initiatives.

Additionally, our staff actively participate in **volunteering** initiatives with selected charities, furthering our commitment to making a positive impact on society.

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€149 B
AUM at end June 2024*


+600
Experienced and committed professionals


+ 25 years
Leading the way in sustainable investing

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*As of 31/12/2022, Candriam changed the Assets Under Management (AUM) calculation methodology, and AUM now includes certain assets, such as non-discretionary AUM, external fund selection, overlay services, including ESG screening services, [advisory consulting] services, white labeling services, and model portfolio delivery services that do not qualify as Regulatory Assets Under Management, as defined in the SEC’s Form ADV. AUM is reported in USD. AUM not denominated in USD is converted at the spot rate as of 31/12/2023.



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