



CANDRIAM EXCLUSION POLICY

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1. Context & Scope

Candriam has demonstrated its long-standing commitment to sustainable investing for over 25 years. The firm launched its first sustainable strategy in 1996 and is proudly amongst the founding signatories of the 2006 UN PRI. As a recognised leader in sustainability, the firm believes its actions should have a positive impact on all of its stakeholders.

This controversial activity policy is the concrete expression of Candriam's sustainability leadership. It defines which activities, due to their widely recognised ethical and economic unsustainability, are to be excluded from Candriam's investments based on **three different levels**:

- **Company-wide Exclusion Policy**, exclusions across all investments of the most controversial and unsustainable activities (controversial weapons, thermal coal and tobacco)
- **Extended Exclusion Policy**, an intermediate level adding exclusions relating to conventional weapons, oppressive regimes and climate-related risks
- **SRI Exclusion Policy**, the most comprehensive level of exclusions encompassing a wide range of controversial activities (adult content, alcohol, gambling, etc.)

Candriam recognises the important role that asset managers play in tackling major global challenges, such as climate change, preserving biodiversity or ensuring decent working conditions for all, and strives to be at the forefront of sustainability by advancing its policies and practices.

► SCOPE

The **Company-wide Exclusion Policy** is applicable to all funds over which Candriam has the full discretion as management company and investment manager (the "Portfolios"). This policy therefore encompasses most of Candriam's asset under management, with some exceptions. The following assets are excluded from the scope of this policy:

- Funds for which Candriam is the Management Company but has delegated the investment management activity to another entity.
- Funds for which Candriam is not the Management Company but has received the investment management activity through a delegation by another entity.
- Fund of Funds managed by Candriam where the underlying funds are not managed by Candriam .

For third-party discretionary portfolio mandates, company-wide exclusions are applied if parties so agree.

The **Extended Exclusion Policy**¹ applies to Oncology, European and EMU Equity strategies² in the Candriam Equities L SICAV, whilst the **SRI Exclusion Policy** applies to all strategies managed within the Candriam Sustainable and IndexIQ SICAVs, and part of the strategies managed within the Candriam Fund³ SICAV.

¹ Applicable upon the publication of the new version of the Prospectus in October 2020 .

² Not applicable to our Equity Europe Conviction strategy.

³ Applicable to the Fossil Free strategies

2. Exclusion Policy Overview

Exclusion	1 - Company-Wide Policy	2 - Extended Exclusion Policy	3 - SRI Exclusion Policy
Controversial Armaments	<ul style="list-style-type: none"> Any involvement in: 1/Anti-personnel Landmines, 2/Cluster Bombs, 3/Depleted Uranium, 4/Chemical Weapons, 5/ Biological Weapons White Phosphorus: 5% revenue threshold 		
		Any involvement in Nuclear Weapons and White Phosphorus	
Thermal Coal	<ul style="list-style-type: none"> 10% revenue threshold Companies developing new projects 		
		5% revenue threshold	
Tobacco	5% revenue threshold		
Conventional Armaments		3% revenue threshold	
Electricity Generation		<ul style="list-style-type: none"> Companies with new coal or nuclear-based projects Carbon Intensity > 374 (gCO₂/kWh) If data is not available on Carbon Intensity: <ul style="list-style-type: none"> No Paris-aligned commitment Companies without new sustainable energy-based project 	
Oil & Gas		Unconventional O&G: <ul style="list-style-type: none"> 5% revenue threshold Companies developing new projects 	
		Conventional O&G: <ul style="list-style-type: none"> 5% revenue threshold 	
Oppressive Regimes		<ul style="list-style-type: none"> Corporates: exclusion of companies with high human rights risks Sovereigns: country on our oppressive regime list 	
Adult Content			5% revenue threshold
Alcohol			10% revenue threshold
Animal Testing			No responsible policy and no legal requirement to test
Gambling			5% revenue threshold
GMO			10% and no responsible policy
Nuclear Power			<ul style="list-style-type: none"> 30% revenue threshold in developed markets³ 5% revenue threshold in Emerging Markets
Norms-based	Out List: companies presenting the most severe violations of the UNGC Principles		
		Red Flag: "Red" ratings in any of the four UNGC pillars	

³ Threshold applies regardless of carbon intensity

► Candriam Company-Wide Policy

2.1. Armaments

2.1.1. Candriam's Approach

Direct vs. Indirect Involvement

In the assessment of armaments as a controversial activity, we distinguish between a direct and indirect involvement:

- **Direct involvement:** A company is considered to be directly involved in an armaments system when it produces / manufactures / services / sells / trades:
 - Complete arms systems;
 - Critical components of an arm system;
 - Critical services related to an arm system.

Components and services are considered to be critical components / services when they meet the following two conditions:

- The components/services are specifically designed to be used within, or in relation to, an arms system;
- The components/services play a role in the lethality of the arms systems. In this case, components and services are then called "Key components & services".

The components and services sold to military clients that are not specifically designed for an arms system and that are not key components in an arms system fall into the category "Dual-use or general-purpose goods and/or services", are notably considered to be "Dual-use or general-purpose goods and/or services": catering equipment & services, housing products & services, transport equipment & services, uniforms, advertising services, office computers, cleaning services, electricity equipment & services, assurance services, the organization of weapon fairs, etc.

- **Indirect involvement:** A company can be indirectly involved in armaments through shareholding, i.e. when a company owns stocks in other companies that are directly involved in arms systems and their critical components / services.

Conventional v s . Controversial Armaments.

Secondly, when assessing a company's involvement in armaments, CANDRIAM's approach also takes into account the type of armament. Candriam's approach thus distinguishes among **conventional armaments** and **controversial armaments**.

Under CANDRIAM's current approach, controversial armaments are: (1) Anti-personnel landmines, (2) Cluster bombs, (3) Nuclear weapons, (4) Depleted uranium weapons & armour, (5) Chemical weapons or (6) Biological

weapons or (7) white phosphorus. These armaments have been identified as controversial armaments because they have faced considerable criticism with regard to three criteria:

- The indiscriminate nature of the weapons at the time of use: i.e., when the weapon used does not only strike military targets but is also likely to result in civilian casualties, in damages to civilian infrastructure and in other collateral damages.
- Being identified as weapon systems that cause both superfluous injury and unnecessary suffering.
- The potential long-term humanitarian impacts of these armaments, which can negatively impact human health and/or hinder the development and reconstruction of former war-torn regions.

For further information on our methodology and data providers for armaments, please refer to the Appendix.

2.1.2. Candriam Threshold Exclusion Level

At the firm level, Candriam excludes from all its investments all companies that:

- are directly involved in the development, production, testing, maintenance and sale of one or more of the following controversial weapons (1) Anti-personnel landmines, (2) Cluster bombs, (3) Depleted uranium, (4) Chemical weapons or (5) Biological weapons regardless of the sales/revenues, as well as (6) white phosphorous weapons exceeding the threshold below:
 - Exclusions of companies that derive more than 5% of their total sales/revenues from the production, manufacturing, trade, testing or maintenance of white phosphorous weapons; the 5% threshold is adopted in order to acknowledge the fact that phosphorous is a dual-use substance.
 - own a stake (shareholding) of more than 50% in any company that is directly involved in those controversial armaments.

Producers of components and services sold for the purpose of manufacturing nuclear weapons do not fall under the scope of this policy. The production of nuclear weapons as such is currently not prohibited by an international treaty, contrary to chemical and biological weapons. Therefore Candriam deems eligible the companies involved in the production of components or services for the purpose of lawfully producing nuclear weapons for countries allowed to possess nuclear weapons under international law.

2.2. Tobacco

2.2.1. Candriam's Approach

Candriam acknowledges that the consumption and use of tobacco products in any quantity results in negative societal and health problems and is a major cause of death.

Tobacco products manufactured and retailed by companies include cigarettes and cigars, as well as other

products such as chewing tobacco, creamy snuff and dipping tobacco. Cigarettes account for the largest share of manufactured tobacco products.

2.2.2. Candriam Threshold Exclusion Level

Our policy excludes all companies directly involved in the tobacco industry that derive more than 5% of their revenues from the manufacturing or retailing of tobacco products

Candriam doesn't sanction a priori companies indirectly involved in the tobacco industry through supporting products and/or services (e.g. providers of packaging materials) as their operations are not solely geared to the tobacco industry. However, if companies have developed products and production systems tailored to the tobacco industry, they will be excluded.

2.3. Thermal Coal

2.3.1. Candriam's Approach

Exploration, extraction, processing, transportation and distribution are considered direct involvement in the thermal coal industry. Given the absence of alternative to metallurgical coal to produce steel, metallurgical coal is not considered for exclusion. Synthesis of liquid or gasified fuel from coal is also excluded on a best effort basis given difficulty to find reliable data.

2.3.2. Candriam Threshold Exclusion Level

Candriam excludes from all its investments companies directly involved in the thermal coal industry deriving more than 10% of their revenues from coal extraction or power generation from coal.

The exclusion of companies developing new projects is appreciated without a minimum revenue threshold.

New projects are considered effective when final investment decision (FID) has happened. Some situations before the effective commissioning (permitting, announcement) might also trigger exclusion on a case-by-case basis.

► Candriam Extended Exclusion Policy

Our Extended Exclusion Policy encompasses the aforementioned exclusions and those entailed hereafter.

2.1. Armaments

In addition to the exclusions mentioned above, **Candriam's Extended** and **SRI Exclusion Policy** exclude all companies that:

- Are directly involved in the development, production, testing, maintenance and sale of Nuclear weapons. Companies that produce / manufacture / service / sell / trade nuclear weapons or critical components / services of nuclear weapons, regardless of whether the client country has signed and ratified the Treaty on the Non- proliferation of Nuclear Weapons, are considered as being involved in nuclear weapon armament activities;
- are directly involved in the development, production, testing, maintenance and sale of white phosphorous weapons;
- Derive more than 3% of their total sales/revenues from the production, manufacturing, trade, testing or maintenance of conventional armaments and/or of critical components / services for conventional armaments;
- Own a stake (shareholding) of more than 10% in any company that is directly involved either in conventional armaments or in controversial armaments.

2.2. Thermal Coal

Candriam's Extended and **SRI Exclusion Policy** aim to go further in considering the thermal coal value chain and the exclusion threshold.

Candriam excludes from investments all companies that are directly involved in the thermal coal industry deriving more than 5% of their revenues and if no credible alignment with the Paris Agreement has been demonstrated, in particular through a robust SBTi target or the allocation of a sufficient portion of capital expenditure to activities contributing positively.

2.3. Electricity Generation

2.3.1. Candriam's Approach

As the level of emissions varies across electricity generation sources, it is important to assess the level of greenhouse gasses emitted per KWh to measure companies' alignment with a 2°C trajectory. For this reason, we incorporate the carbon intensity of power producers in our sustainability assessment.

As the carbon intensity of issuers is not always available, we have established other indicators demonstrating an issuer's alignment with the Paris Agreements. Indeed, In the analysis of power producers, we also assess if they are on a transition path in line with the Paris Agreement goals and a 2-degree scenario based on other metrics such as investment plans and credibility of net zero targets. The metrics used are forward-looking and evolve over time to take into consideration the evolution of

companies towards a transition path.

Candriam believes that an increasing use of coal in electricity generation is not aligned with the Paris Agreement. In another hand, while Candriam considers nuclear energy to be an intermediary solution, we acknowledge the financial risks as well as the controversies surrounding it. In particular because of the - very low probability but high impact – potentials for accident and because of the long-term disposal on Nuclear waste.

2.3.2. Candriam Threshold Exclusion Level

Candriam excludes from all its investments power producing companies with a carbon intensity of over 374 gCO₂/kWh for 2022 (to be amended annually), or with a trend towards increasing coal and nuclear power generation capacity.

In case no data on electricity power producers' carbon intensity is available, we will seek alternative sources of information and demonstration of good practice as follows:

The energy mix is a meaningful but not sufficient indicator. It is necessary that the use of thermal coal and nuclear power in electricity production does not increase, unlike the use of renewable energies, both in production and capacity.

In addition, the alignment with the Paris Agreement has to be demonstrated, and in particular through a robust SBTi target, a sufficient use of its capital expenditure for this purpose or deriving the main part of revenues from the use of renewable energies in electricity production.

2.4. Oil & Gas

2.4.1. Candriam's Approach

In the assessment of energy sources, we believe that a distinction should be made between oil and gas supply originating from conventional and unconventional extraction. The main difference results from the techniques required for the extraction and the nature of the reservoir.

Conventional oil and gas are derived from formations that are simpler to extract compared to unconventional oil and gas which require complex extraction methods with negative impacts on the environment. The extraction of unconventional resources tends to require more energy as well as more water and chemical inputs in the case of hydraulic fracturing techniques. As such, unconventional methods are more carbon and water intensive than conventional projects. Depending on type of resource, unconventional methods can also cause more land disturbance (including deforestation) and higher levels of wastewater.

We categorize the following activities and sources as follows:

- **Unconventional oil & gas extraction:** the extraction of tar/oil sands, shale gas/oil, tight gas/oil, coalbed methane and Arctic drilling
- **Conventional oil & gas extraction:** this includes conventional oil and conventional natural gas

Candriam considers the exploration and extraction to be a direct involvement in the Oil & Gas industry while transportation and refining are considered an indirect involvement.

Candriam acknowledges that transitioning into a low-carbon economy requires time. For this reason, our approach also takes into consideration the energy transition strategy of companies involved in the conventional Oil & Gas industry, with very clear and ambitious threshold that are in line with Paris-aligned trajectories. Exposure to unconventional Oil & Gas, on the other hand, is considered incompatible with the energy transition given their growth and negative environmental impacts associated.

2.4.2. Candriam Threshold Exclusion Level

Candriam excludes from all its investments companies deriving more than 5% of their revenues from all involvement in conventional or direct involvement in unconventional oil & gas and companies developing new unconventional projects. Companies having demonstrated a credible energy transition strategy that has been validated by the SBTi or that are allocating over 15% of their capital expenditures to activities that contribute positively to climate action can remain eligible.

The exclusion of companies developing new unconventional Oil & Gas projects is implemented without a minimum revenue threshold.

New projects are considered effective when final investment decision (FID) has happened. Some situations before the effective commissioning (permitting, announcement) might also trigger exclusion on a case-by-case basis.

2.5. Activities in Oppressive Regimes

2.5.1. Candriam's Approach

Our Oppressive Regimes list is comprised of countries in which human rights are severely breached on a regular basis, fundamental liberties are systematically denied and the security of people is not guaranteed due to government failure and systematic ethical breaches. We also consider extremely carefully totalitarian states or those countries in which the government is involved in war against its own people. To constitute the Oppressive Regimes list, we use data provided by external sources, such as the Freedom House's Freedom in the World Index, the World Bank Governance Indicators, and the Economist Intelligence Unit's Democracy Index, which inform our qualitative review of non-democratic countries.

For this list of countries, Candriam's analysts have developed processes which apply to sovereign and corporate investments. They include exclusion, mitigation, and engagement, depending on our risk assessment.

2.5.2. Candriam Threshold Exclusion Level

Corporates:

We exclude companies from our ESG investment universe when we consider the human rights risks to be too high and improperly mitigated.

Our analysts carefully assess the potential benefits that business activities in listed countries can bring against the risks of potentially supporting governments in their anti-democratic practices. We analyse company levels of exposure (assets in the country, sales to the market, supply chain exposure) and the nature of activities carried out: type of contract (e.g. whether licences to explore natural resources benefit the state or local communities), nature of the products and services (whether surveillance technology, data management systems or mobile networks are utilised by the regime to impose its authority), relationship with authorities (e.g. bribery and corruption risks), among others. For a few countries considered as highly oppressive regimes, we consider any activity might bring negative impact.

Governments:

Debt issued by sovereign or quasi-sovereign entities that are on the Oppressive Regimes list is not eligible for investment by Candriam's ESG investments.

▶ **Candriam SRI Exclusion Policy**

Our SRI Exclusion Policy encompasses the aforementioned exclusions and those entailed hereafter.

2.1. Adult Content

2.1.1. Candriam's Approach

We have chosen to extend the standard definition of 'adult content' to 'violent content' (portrayals of acts of physical aggression by one human being against another). Our definition thus includes any content that delivers material not appropriate for all audiences, i.e., that which appeals to primary violence drives or provides explicit portrayals of sexual subject matter.

2.1.2. Candriam Threshold Exclusion Level

Our policy excludes all pure players in the field of adult content as well as any company which derives more than 5% of its revenues from adult content, whether or not through shareholding.

2.2. Alcohol

2.2.1. Candriam's Approach

Candriam acknowledges that the excessive and chronic consumption, and use of, alcohol products can result in negative societal problems such as health problems and road accidents. Company exposure to the manufacture and/or sale of alcohol products is systematically assessed when the ESG company is screened..

2.2.2. Candriam Threshold Exclusion Level

Our policy excludes companies directly involved in alcohol – i.e. brewers, distillers, vintners, retailers, owners & operators of alcohol establishments, restaurants that serve alcohol – as well as alcohol retailers that derive more than 10% of their revenues from the manufacture or sale of alcoholic products.

2.3. Animal Testing

2.3.1. Candriam's Approach

Candriam promotes the use of alternative methods of replacing animal experimentation whenever the ability to assess a product's safety is not compromised. Nevertheless, Candriam also acknowledges that, whilst alternative methods can assess whether a new compound has the desired effect on isolated cells or tissues and can be helpful for the screening and initial steps of hazard identification, they cannot systematically replace in vivo research. Hence animal research can bridge the gap between non-animal methods and human tests.

Candriam therefore favours sustainable and responsible investment in companies involved in animal testing that comprehensively address (in a responsible policy) and comply with the “three R” principles of Replacement, Reduction and Refinement, which seek to use alternative methods, reduce the number of animals used and minimize the pain and distress experienced by animals.

2.3.2. Candriam Threshold Exclusion Level

Our policy excludes all companies that perform animal tests on products for which:

- there is no legal obligation and the company has no responsible policy (the three Rs policy); or
- animal testing is prohibited.

2.4. Gambling

2.4.1. Candriam's Approach

Candriam acknowledges the controversial nature of gambling as well the vulnerabilities of stakeholders who engage in this activity. For companies respecting the defined threshold mentioned below, but which are more actively involved in gambling and/or the manufacturing of gambling products (games), we will assess if these companies comprehensively address product risks and monitor sales practices to protect vulnerable consumers, such as minors.

To this end, for companies that respect the determined threshold, we may also take into consideration if they have implemented a responsible policy:

- For companies **directly involved** in gambling (machines or software manufacturers, casinos, lotteries,

bookmakers, gambling websites, outlets with slot machines, gambling broadcasts), we verify if they have policy that addresses design, behavioural transparency and customer support.

- For Companies **indirectly involved** in gambling through intermediary gambling access services (e.g., online payment service providers, general retailers, airports hosting gambling products), we verify if they have policy which seeks to offer better consumer protection (e.g., limited access to “gambling channels” by password access).

The establishment of a policy is not a hard criteria, but provides us with further insight on a company's responsible practices.

2.4.2. Candriam Threshold Exclusion Level

Our policy excludes directly or indirectly derive more than 5% of their total revenues (even through shareholdings) from gambling activities.

2.5. Genetic Modification

2.5.1. Candriam's Approach

A genetically modified organism (GMO) is an organism in which the genetic material has been altered in such a manner that does not occur naturally by mating and/or natural recombination.

Candriam acknowledges the uncertainties surrounding the production and the use of GMOs and consequently adopts a balanced approach. The assessment of this activity is based on exposure to GMOs, the existence of a responsible policy and compliance with international conventions on GMOs.

The characteristics of a responsible policy depend on the sector under consideration:

- Companies in the food, beverage & tobacco or food & staples retailing sectors should at least address, in their responsible policy, clear labelling and traceability procedures to provide consumers with an adequate basis for making purchase decisions. The labelling of such products must be comprehensible and provide useful information. In addition, companies should make sure that their suppliers follow strict guidelines.
- Companies in the chemical, pharmaceuticals, agricultural, biotechnology or healthcare sectors should at least acknowledge the dangerous nature of GMOs, be compliant with the law, perform full risk assessment and ensure contained use in R&D.

Although companies from the hotel, restaurant, leisure and transport operator sectors are likely to sell products containing genetically modified organisms, depending on the geographical location of their operations, Candriam does not sanction them a priori as the way in which they are impacted by GMOs is very limited.

2.5.2. Candriam Threshold Exclusion Level

Our policy excludes all companies directly involved in GMOs that:

- derive more than 10% of their revenues from GMO activities without the presence of an applicable responsible policy as described above; or
- are subject to significant, systematic and repeated breaches of international conventions regarding GMOs.

2.6. Nuclear Power

2.6.1. Candriam's Approach

Despite the benefits of nuclear power as a low carbon and low marginal cost energy (compared to coal, for instance) that reduces supply-insecurity risk, there is a huge controversy surrounding the use of nuclear power as a viable and sustainable alternative to other forms of energy due to the significant environmental, safety and security risks and liabilities related to nuclear reaction, nuclear waste, power plant decommissioning and nuclear fuel proliferation.

Nuclear power, as long as it is operated under the highest safety/security conditions, is currently a proven and needed alternative to fossil fuels and will be part of this century's energy landscape. However, Candriam acknowledges that the benefits of nuclear power in terms of mitigation of climate change and security of supply are counterbalanced by significant safety, environmental and security risks.

2.6.2. Candriam Threshold Exclusion Level

Our policy considers two different threshold levels to be used for the exclusion of companies operating in the production of nuclear power, depending on the region.

For **Developed Markets**, we exclude all companies directly or indirectly, derive more than 30% of their revenues from the extraction, conversion and enrichment of uranium to produce nuclear fuel, the irradiation of the fuel in a nuclear reactor and/or the reprocessing/disposal of spent nuclear fuel and other nuclear waste.

This threshold level decreases to 5% for companies operating in the **Emerging Markets**, given:

- the risk of having nuclear power production in countries both armed with nuclear weapons and with a lower level of political stability, which could affect the government's ability to secure nuclear materials;
- the lower standards in terms of disclosure of the data required to assess the company's ability to manage the risks specific to nuclear power production, which is crucial, combined with a limited access of the local communities to unbiased information.

3. Evaluation process and implementation

The research and evaluation process encompasses three main steps:

3.1. Identification of Company Involvement in Controversial Activities

Candriam's ESG team conducts in-house analysis to identify company involvement in controversial activities encompassed by our Policy. Our ESG Analysts use various sources to conduct their analysis including information provided by external research providers, media sources and NGOs to verify the involvement of companies.

3.2. Assessment of Company Involvement in Controversial Activities

Company involvement in any identified area of controversial activity is assessed on a number of parameters covering the following variables:

- **Type of Involvement:** for each company analysed, the type of involvement (direct or indirect) is considered (e.g., owners and operators, manufacturers/producers, retailers/providers, provision of supporting products or services);
- **Level of Involvement:** based on the threshold approach applied to every type of controversial activity, any revenues derived from, or the production capacities of, such activities are generally used as the main indicator of involvement;
- **Responsible Policy:** for some controversial activities, in addition to the type and level of involvement, it is also important to consider how the company approaches and considers its potentially contentious activities. Therefore the presence (or absence) of a relevant and targeted responsible policy that acknowledges the company's involvement in an activity, as well as the existence of systems and practices undertaken to ensure that it operates in a responsible manner, are crucial elements in the assessment.

3.3. Final judgement of involvement

The goal of this last step is to decide, based on the three above-mentioned variables, on the acceptability of a company's involvement in one or more controversial activities. Companies that exceed the acceptable levels will be excluded from that portfolio's investment.

4. Norms-based Analysis

The norms-based analysis determines whether a company complies with the 10 principles of the United Nations Global Compact for each of the main categories: **Human Rights (HR)**, **Labour (L)**, **Environment (ENV)** and **Anti-Corruption (COR)**.

Information regarding current, suspected and/or related incidents or breaches of international standards are collected through external research combined with internal analyses performed by our ESG analysts.

Subsequent to the identification of any breaches of the Global Compact principles, the analysis uses several parameters to evaluate the severity and magnitude of the breaches:

- **Temporal proximity:** when did the incident happen and how long did it last?
- **Magnitude:** what financial costs and environmental damage are related to the incident?
- **Credibility:** does the incident involve allegations, legal proceedings, etc?
- **Recurrence:** is this a one-off incident or is there proof of repeated incidents over a given period?

Emphasis is also placed on a company's response when an incident occurs. A company that takes positive, responsible measures to ensure that future breaches do not occur is considered more favourably than a company that does not acknowledge its responsibility and/or does not take any corrective measures.

Based on this information and in accordance with the evaluation framework described above, the colour code is determined as follows for each of the four main categories.

Green	- No evidence of repeated or significant violations of the Global Compact principles
Orange	<ul style="list-style-type: none"> - Evidence of repeated violations of the Global Compact principles but these do not appear to be significant; or - Evidence of significant violations of the Global Compact principles but these do not appear to be repetitive; or - Evidence of repeated and significant violations of the Global Compact principles, but the company has taken appropriate corrective measures/actions
Red	- Evident of repeated and significant violations of Global Compact principles and the organisation has no appropriate response/behaviour

The analysis is defined on two levels:

1. **Red Flag**, the broader level of norms-based exclusions, aiming to identify companies with severe to very severe controversies in terms of impact, duration, frequency and/or lack of response from the management of the company. Since this list focuses on the degree of controversy irrespective of the domain of controversy, it goes beyond the ten UN Global Compact Principles and encompasses any material adverse corporate practices.
2. **Out List**, a narrower list of excluded companies, focusing on a stricter interpretation of UN Global Compact violations, as assessed by Candriam's ESG analysts.

5. Additional Views

5.1. Biodiversity

5.1.1. Candriam's Approach

Candriam acknowledges the importance of biodiversity and its key role across various sectors. As the actions taken by companies exposed to biodiversity can have significant impacts on our planet and human well-being, Candriam has fully embedded biodiversity into its ESG frameworks.

Biodiversity is taken into account in the stakeholder and business model assessment. Activities with a negative impact on biodiversity, for instance oil sands in the Oil & Gas sector, will have a lower score on the exposure of its business model to key sustainable challenges, that will influence the final decision of the company. The stakeholder analysis will also include this aspect in terms of company's behavior and assess the company's strategy to preserve the biodiversity of the territory during its operations. Furthermore, the emphasis placed on biodiversity is adjusted in sector models in accordance to their material relevance. For instance, in sectors such as Oil & Gas and Metals & Mining, key performance indicator related to biodiversity have an important role in the ESG sector model. Companies with negative impacts are scored negatively in our framework.

Candriam's Norms-based analysis based on the 10 Principles of the United Nations Global compact also takes into account biodiversity in its "Environment" pillar. Identified significant and repeated breaches of the Global Compact, including biodiversity, are sanctioned and excluded.

5.2. Death Penalty

The punishment of crimes by the penalty of death is a controversial issue on a global scale. There are several conventions that deal with abolition of the practice, the major one being The Second Optional Protocol to the International Covenant on Civil and Political Rights, adopted by the General Assembly of the United Nations on 15 December 1989. The intention of the Protocol is to reflect that the death penalty encroaches on the right to life and to freedom from torture or cruel, inhumane or degrading treatment or punishment in accordance of the Universal Declaration of Human Rights, adopted by the UN in 1948. Furthermore, it is deemed that death penalty is irreversible, discriminatory, and sometimes applied within judicial systems that do not guarantee fair trial and the primacy of the rule of law.

Candriam recognises the concerns expressed by the international community, and supports the letter and the spirit of the Second Optional Protocol to the International Covenant on Civil and Political Rights. Therefore, whether a country is a signatory to the Protocol is monitored as a part of the regular sustainability due diligence of countries.

Candriam does not apply an explicit exclusion based on a country's death penalty stance. Our approach

takes into consideration whether a country has ratified The Second Optional Protocol to the International Covenant on Civil and Political Rights, and this forms a part of the score for the Basic Political/Civil Rights Theme within the Social Capital Pillar of Candriam's country evaluation methodology.

5.3. Fur

Candriam acknowledges that the fur industry is exposed to possible risks related to the protection of endangered species, animal welfare and environmental pollution.

Issues raised by the use of fur are taken into account in Candriam's Norms-Based and overall ESG assessment of a company when determined relevant and applicable.

Companies producing products using rare, endangered or vulnerable animal and plant species (including furs) are scored very negatively in Candriam's ESG framework. Identified breaches of the Global Compact, notably environmental breaches, are also sanctioned.

5.4. Land Grabbing

Land grabbing refers to the purchase or leasing of vast tracts of land, usually in developing countries, by investors (countries or corporations) to secure long-term food supplies, produce biofuels or for speculative purposes.

One of the most immediate consequences of land grabbing is decreased food security in the developing countries and the disruptive effect on local communities, in particular, on small-scale food producers, as research has shown that secure access to land can reduce poverty and hunger.

Candriam considers land grabbing a controversial issue due to its consequences on local communities in developing countries (access to land; poverty, hunger). Candriam already assesses "land grabbing" in the Human Rights part of its Norms-based analysis. It takes into consideration, amongst others, the presence of free, prior and informed consent of the affected land users, the absence of human rights violations and the transparency of contracts to assess the issue and the number of people affected.

In Candriam's ESG Norms-based analysis, a company is excluded from ESG investment if there is very strong evidence of repeated, significant and systematic violations of international standards and principles regarding the Human Rights principles associated with land grabbing.

5.5. Palm Oil

Candriam acknowledges that the environmental and health issues raised by palm oil should be taken into

account in companies' sustainability analysis. As a result, sustainable palm oil certification is taken into account in Candriam's ESG approach.

Candriam's ESG investments do not systematically avoid investing in companies that have an exposure to palm oil but company sales derived from palm oil are scored negatively by default in Candriam's ESG analysis.

In this context, a distinction is made between sustainably certified and non-certified products in Candriam's proprietary ESG analytical framework. In particular, growers can be certified by the Roundtable on Sustainable Palm Oil (RSPO), an international non-profit association that considers criteria such as transparency, compliance with applicable regulations, commitment to long-term economic viability, environmental responsibility and the sustainability of relationships with employees and local communities. Although the efficiency and credibility of palm oil sustainable certification has been debated by some stakeholders, it is considered that such certification can help improve the sustainability profile of palm oil overall.

Additionally, in the Norms-based analysis, particular attention is given to possible breaches of the environmental and human rights principles of the Global Compact in relation to the activities of companies exposed to palm oil.

5.6. Tax Evasion

5.6.1. Definition and General Context

Tax evasion is generally used to mean 'illegal arrangements where liability to tax is hidden or ignored, i.e. the taxpayer pays less tax than he is legally obligated to pay by hiding income or information from the tax authorities' (OECD definition). We assess that on average European SME pays around 23% corporate tax, while some multi-national companies pay less than 1%. This is possible because multi-national companies can use mechanisms between national tax systems when shifting their accounting from one country to the other. It is estimate that 40% of multinational companies' profits avoid taxation.

Over the last five past years, the fight against tax evasion came across as a result of the revelations of repeated leaks and related journalistic investigations into scandals such as Luxleaks or Panama Papers.

Candriam acknowledges that tax evasion is a key ESG issue which involves all sectors, with an emphasis to the financial sector, and expose companies to substantial consequences, such as fines or liabilities.

Tax evasion is taken into account in Candriam's Norms-Based analysis and overall ESG assessment of a company where relevant and applicable. Companies evading taxes are scored very negatively in Candriam's ESG analysis. Identified breaches of the Global Compact, notably corruption and governance breaches, are also sanctioned.

5.7. Toxic Substances for the Environment and Human Health

A "toxic substance" is defined as any chemical or mixture potentially harmful to the environment as well as

to human health, given the high degree of interdependence between human health and the natural environment. The impact of toxic substances depends on dose and exposure.

Following the United Nations Environment Programme (UNEP) definition, toxic substances are harmful substances and hazardous waste that include:

- Persistent, bio-accumulative and toxic substances (PBTs);
- Chemicals that are carcinogens or mutagens or that adversely affect the reproductive, endocrine, immune, or nervous systems;
- Chemicals that have immediate hazards (acutely toxic, explosives, corrosives);
- Chemicals of global concern such as persistent organic pollutants (POPs), greenhouse gases and ozone- depleting substances (ODS);
- Healthcare waste;
- E- waste.

Candriam acknowledges that toxic substances are harmful to the environment and human health. Due to the wide variety of toxic substances used in company activities, Candriam takes into account their use and the impact of the risks associated with their use at all stages of the ESG company analysis process.

In the business model analysis of the ESG process, company activity exposure to toxic substances is assessed in three of the five key sustainable challenges analysed: Climate Change, Resource & Waste, and Health & Wellness.

Businesses having a negative impact on Climate Change because of the emission of carbon – a greenhouse gas – are found across all sectors and are given a negative score.

Unlike Climate Change, pollution generated by the exploitation of natural resources is more sector-specific: businesses releasing various pollutants into the atmosphere, the soil, and the aquifer are more often penalised in sensitive sectors such as energy including, for instance, Shale Gas or Utilities.

The Healthy Living & Wellbeing sustainable challenge enables the listing and sanctioning of companies capable of contributing to an increase in the prevalence of disease because of the nature of their operations. Some companies in the Metal & Mining sector are particularly at risk regarding the extraction of toxic substances like Mercury or Chromium, which leads to serious health damage, and are consequently given a negative score in Healthy Living & Wellbeing.

In the stakeholder analysis of Candriam's proprietary ESG framework, a company's ability to manage its impact on the environment and on human health in its long-term strategy is evaluated. Candriam addresses the release of toxic substances into the environment through nitrates or heavy metal pollution in water as well as atmospheric emissions (including VOCs, So₂ and No_x) and also through the disposal of

hazardous waste. As a result, companies subject to the use and release of toxic substances are analysed according to their capacity to implement quality management focusing on this issue.

The energy sector, for example, faces toxic particle emissions such as SO_x, NO_x, VOCs and benzene, arising from the refining and chemical manufacturing processes. Companies involved in these activities are assessed according to their ability to mitigate these atmospheric emissions.

The impact on human health is addressed at the stage involving the analysis of product safety, when Candriam looks at the prevention or removal of serious threats to public health and safety deriving from the consumption/use or disposal of the sold product, e.g., Candriam identifies and negatively rates companies in the Chemicals sector whose revenues are derived from chemicals of concern such as bisphenol A, phthalates or fluorocarbons.

When performing a norms-based analysis of the company, Candriam filters out companies that have significantly and repeatedly breached environment-related principles of the United Nation's Global Compact, through, among others, the release of toxic substances. Candriam excludes companies having significantly and repeatedly been involved in:

- mis-management of toxic chemicals;
- mis-management of hazardous and radioactive waste;
- severe pollution of the air, water and soil;
- severe destruction of biodiversity.

5.7.1. Candriam Threshold Exclusion Level

Candriam addresses the risk related to the release of toxic substances at every stage of a company's ESG assessment as well in the Norms-based analysis used for ESG investments.

5.1. Water Use

Candriam acknowledges that environmental and community issues linked to heavy use of water should be considered in the sustainability analysis of companies. We assess a company's water intensity and water management systems as part of our ESG approach. As agriculture and intensive farming are responsible for 70% of the world's water consumption, we pay extra attention to water risks in agricultural supply chains. However, some industrial processes are also water intensive and require a strong water management approach.

As a commonly used resource across most economic sectors, water and its use are analysed similarly to GHG intensity emissions: we analyse both sector and company water intensity as well as a company's water use management systems and its water use related-risks. Companies with high water risk and poor water

management systems score negatively in our proprietary ESG analytical framework, and other sustainable investment strategies we may develop.

When we identify water-intensive business activities, we also engage with companies to promote more sustainable business management strategies and improve water disclosure.

In the Norms-based analysis, particular attention is given to possible breaches of the environmental and human rights principles of the Global Compact. This includes activities of companies exposed to heavy water use in water scarce area, conflict with local communities on water access as well as water pollution.

6. Appendix

Controversial Armaments - Methodology and Data Providers

In order to identify the exposure of issuers to controversial weapons, Candriam closely collaborates with two external providers, ISS Ethix and MSCI ESG.

ISS Ethix provides Candriam with company exposure information for the majority of controversial weapons (anti-personnel Landmines, Cluster Bombs, Depleted Uranium, White Phosphorus), excluding chemical and biological weapons. ISS Ethix classifies company exposure into three color-coded categories:

Signal	Description
Red	<ul style="list-style-type: none"> • Verified involvement
Amber	<ul style="list-style-type: none"> • Strong indications of involvement • Fragmentary information about involvement
Green	<ul style="list-style-type: none"> • Past involvement • Involvement beyond the scope of applicable definitions • No involvement

Candriam automatically excludes all companies flagged as “Amber” and ‘Red’ by ISS Ethix. In the event of any category changes for companies which may have material impacts on our portfolios, the ESG Team will conduct additional analysis to gain further insight on the rating change. Subsequent to their analysis, the ESG Team will determine if the new rating decision should be applied across the firm’s portfolios. The controversial weapons exclusion list is updated twice a year.

In terms of chemicals and biological weapons, Candriam uses the information provided by **MSCI ESG** for its exclusion filters. More specifically, Candriam takes the data provided by MSCI ESG, % revenues of companies in these activities, and applies it against the applicable thresholds.

If new exposure is identified for companies with material impacts on portfolios, the ESG Team may conduct additional analysis on the company before implementing the exclusion.

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