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Gender & Diversity Policy

Belfius Asset Management



Table of Contents

1. About Belfius Asset Management	3
2. About this policy – Introduction & Scope.....	3
3. Our approach	4
4. Governance.....	4

1. About Belfius Asset Management

Belfius Asset Management (hereafter: Belfius AM) is a management company recognized by the FSMA for UCIs (Undertakings for Collective Investments) and mutual investment funds, including alternative funds. Belfius AM is a subsidiary of Belfius Bank, and is therefore strongly anchored in the Belgian financial sector. Our activities mainly consist of the management, administration and distribution of investment solutions through a diversified range of investment funds.

Our objective is to add value to our end investors, both from a financial and from a wider societal perspective, by managing our portfolios proactively and by working together with a number of renowned asset management partners. We strive to create long-term and sustainable value and to be meaningful and inspiring for Belgian society in a credible manner. Belfius AM has a long history in managing sustainable investment products, allowing our clients to invest in the transition to a more sustainable economy.

Belfius AM currently has four distinct models of investing:

- 1) **Belfius AM funds of funds:** These are investment funds for which our internal fund selection and portfolio management teams analyze and select underlying Exchange Traded Funds (ETFs) and Undertakings for collective investments (UCI) of third-party asset managers. These UCIs are collective investment vehicles that we select based on various aspects, such as investment strategy, financial performance, costs, and responsible investment approach and capabilities
- 2) **Delegated funds:** These are investment funds for which Belfius AM is the management company and for which we have delegated the investment management of the assets to an external manager. These external investment managers are currently Candriam & BlackRock Investment Management.
- 3) **Funds in direct lines** managed by Belfius AM's fund management teams: These are investment funds for which Belfius AM invests directly in individual securities.
- 4) **Private Portfolio Management:** This concerns discretionary portfolio management (discretionary portfolios) and investment advice (advisory portfolios) for private clients of Belfius Bank, with Belfius AM appointed as delegated investment manager by Belfius Bank. For these mandates, the private portfolio management team can invest in ETFs, funds, individual securities, alternative investments and/or derivatives.

2. About this policy – Introduction & Scope

At Belfius AM, we firmly acknowledge that diversity and equality constitute fundamental pillars for achieving sustainable business success. As a dedicated asset management company, we embrace our responsibility to foster diversity and equality not only within our organization but also across our investments. Our commitment extends beyond mere compliance; it is rooted in our belief that a diverse and inclusive environment drives innovation, enhances decision-making, and ultimately contributes to financial outcomes.

This policy outlines the principles and practices for diversity and equality within our investment portfolios. It emphasizes engagement with stakeholders and regular monitoring. The scope is all funds managed by Belfius Asset Management.

3. Our approach

Belfius recognizes the importance of considering diversity and equality concerns when evaluating a company's sustainability. Our approach revolves around engagement with investee companies, emphasizing responsible stewardship and risk management. To that end we monitor various indicators, including PAI indicators, that provide us with an insight on the negative impact of an investee company's activities. Furthermore, we encourage our external asset managers to consider and monitor the diversity and equality in their investments and to develop strategies that promote responsible and sustainable business practices.

- **Diversity:** We encourage companies to seek out diverse perspectives, backgrounds, and experiences, recognizing that this diversity enriches collective knowledge and understanding. By fostering an inclusive workplace, we believe it empowers individuals to thrive and contribute their unique talents to share success.
- **Inclusive Investment Strategies:** We consider the impact of our investment decisions on various communities, ensuring that our portfolio reflects a broad spectrum of industries, geographies, and social contexts. By embracing diversity in our investments, we not only mitigate risks but also unlock new growth opportunities.
- **Equitable Financial Landscape:** We envision a financial landscape where everyone has equal access to opportunities. We engage and advocate for equitable policies on gender to contribute to a more just and balanced economic ecosystem.

4. Governance

Procedures for the implementation of this policy are reviewed regularly for continuous improvement. In our commitment to adapting and improving, this policy will evolve over time to accommodate new commitments, alterations in our practices, and shifts in regulations.

This policy was issued as at 26/06/2024.

Please refer to Belfius AM's website (<https://www.belfiusam.be/nl/index.aspx> or <https://www.belfiusam.be/fr/index.aspx>) for more details on the company's responsible investment approach.