

MAIN HIGHLIGHTS

Integrated Annual Report 2023

FINANCIALS

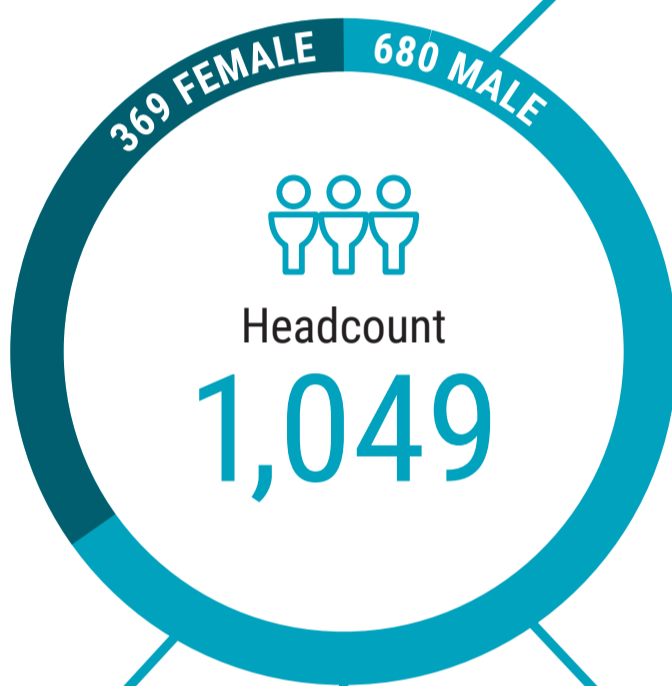
EUR **576.5** MILLION
Operating income

EUR **449.5** MILLION
Operating expenses

EUR **112.9** MILLION
Net result

INTEGRATED ANNUAL REPORT 2023

PEOPLE



16 | 13
OFFICES IN COUNTRIES

7.8
Employee engagement score

Women-to-men total remuneration percentage

| | |
|--|------------|
| Senior Professionals and Executive Committee | 95% |
| Professionals | 93% |

Three leadership priorities

| | | |
|--------|---------|-------------|
| Growth | Results | Secure base |
|--------|---------|-------------|

INVESTMENTS



EUR **177.0** BILLION
ESG-integrated assets

EUR **143.0** BILLION
Assets under engagement

292 Companies engaged **7,042** Voting

10.9 MILLION TONNES
Carbon footprint of investments in scope (scope 3 downstream)

-43.7% Carbon footprint reduction of investments in scope
COMPARED TO 2019

68% portfolios outperforming their benchmark¹

1. For the three-year period ending on 31 December 2023