



# ESG and remuneration

**Belfius wants to contribute to both economic growth and social well-being in Belgium. Together with its customers, employees and long-term partners, Belfius is committed to making a difference in addressing social challenges and encouraging solutions that contribute to a more sustainable society.**

Belfius consistently embeds sustainability considerations and social engagement in all its activities. As a result, sustainability criteria (ESG risks and opportunities) have also been incorporated into the remuneration policy. At least 10%<sup>1</sup> of the objectives on which the performance-related remuneration of senior and key executives of the Belfius group depends are ESG-related. More specifically, these relate to customer satisfaction, employee engagement, improving gender balance at management level, reducing carbon emissions from own operations and timely compliance with audit recommendations from both internal and external auditors. Additional specific ESG objectives may be added depending on the type of business activity and function.

<sup>1</sup>The reduction from 33% (in 2023) to 10% (since 2024) is a result of a stricter interpretation of certain non-financial objectives under the CSRD. As a result, these objectives are no longer considered 'ESG-related'.