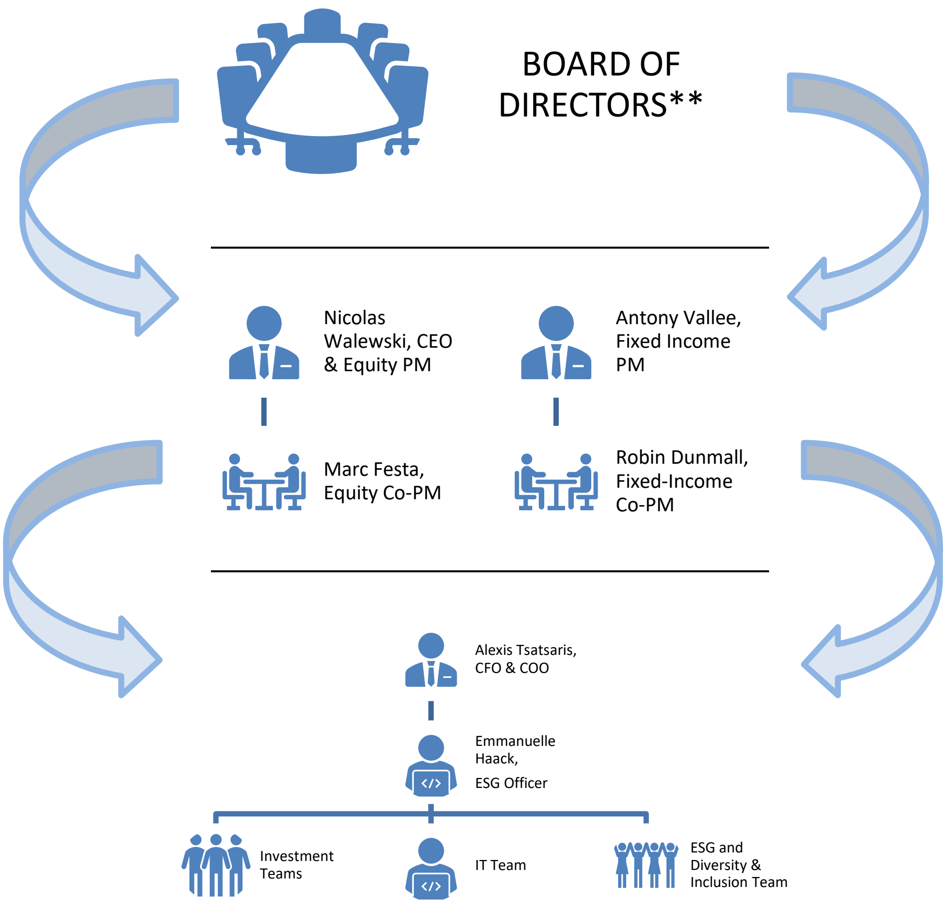
ESG ORGANISATIONAL AND RESPONSIBILITIES MAP*



**Alken Asset Management operates as the delegated Investment Manager for the Management Company, AFFM, in order to manage the Alken sub-funds.*

*** In this indicator and as per the UNPRI definition, senior-level bodies and roles with 'formal oversight of and accountability for responsible investment' refer to those bodies and roles with management and governance responsibility for ensuring that the organisation implements its policies and achieves its objectives in relation to responsible investment. This may include the board, trustees, senior executive-level staff, investment committees, heads of department and equivalent.*

ALKEN ASSET MANAGEMENT

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WHO DECIDES AND IMPLEMENTS?

NAME	JOB TITLE	ESG FUNCTION
Nicolas Walewski	CEO and Equity PM	Decision makers for Equity ESG implementation
Marc Festa	Equity Co-PM	
Antony Vallee	Fixed Income PM	Decision makers for FI ESG implementation
Robin Dunmall	Fixed Income Co-PM	
Alexis Tsatsaris	CFO and COO	Compliance & risk oversight of overall ESG implementation
Emmanuelle Haack	ESG Officer	Piloting ESG strategy and implementation of new processes across the firm. VETO right if ESG concerns. In charge of ESG engagements.
Renata Burzacovschii	ESG Research Support Analyst	Supports ESG analysis, reviews of ESG material issues, and ad hoc ESG research needed.
Randall Tarindus	ESG Research Support Analyst	Supports ESG analysis, reviews of ESG material issues, and ad hoc ESG research needed.
Alken ESG Intern	ESG Research Support Analyst	Supports ESG analysis, reviews of ESG material issues, and ad hoc ESG research needed.
Investment Teams	Equity and FI analysts	Evaluate companies' ESG practices according to their own methodology.
IT Team	Two IT analysts	Help build our internal ESG platforms, building alerts' systems and ESG automated monitoring
Other staff member(s)	Different roles including our Operational Manager	Help making sur our ESG processes are strong and resilient (i.e. exclusions' lists)

WHO HAS OVERSIGHT?

- The **Board of Directors**
- C-Levels
- Investment Committees
- Chief Risk Officer & Chief Compliance Officer
- Head of Sales & Marketing

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WHEN? We have at our disposal a number of possible meetings/events available:

- ❖ We hold a **quarterly ESG meeting** with the board members whereby we discuss ESG objectives, including climate-related strategy, for the year to come.
- ❖ We publish an internal **quarterly ESG report**, shared and approved by the Board, the C-Levels and the Portfolio Managers.
- ❖ We hold a **weekly ESG operational and regulatory meeting** to discuss progress, advancements, and on-going difficulties.
- ❖ We hold regular meetings with the **IT Team** to discuss on-going and future developments.
- ❖ We hold a **quarterly ESG Committee** with each investment teams with the management to discuss achievements and future developments.
- ❖ We hold an **annual ESG training meeting** with the entire firm to highlight main developments and develop future objectives.
- ❖ We organise an **annual ESG test** for all staff members to ensure equal understanding of our ESG processes across the firm.
- ❖ We may hold an **annual ESG Committee** to discuss overall directions, budget, staff, trainings, ESG objectives.

HOW? Which external tools? How to ensure daily compliance? Which trainings?

EXTERNAL TOOLS

- ❖ We use a number of **external data providers** such as MSCI, CDP, SBTi but also Bloomberg, SASB or GRI. These platforms allow us to systematically apply a number of filters to our universes in order to identify companies "eligible" for investment, but also to identify the potential ESG "strengths" of certain issuers, and the gaps or weaknesses to deepen others.
- ❖ Additionally, we use a lot of **research insights provided by our ESG Research brokers**.
- ❖ We attend regular **events/podcasts on sustainable finance**.

DAILY OVERSIGHT

- ❖ **Ad hoc "catch-up"** are performed on the different ESG workstreams: i.e. weekly discussion on our ESG developments/ weekly discussion on our ESG integration analysis - review of our "Red stocks" and "controversial stocks".
- ❖ **Automated alerts from our ESG centralized platform** are in place to ensure the thresholds and reminders are sent and directed to the right individuals – i.e. alerts on any new controversy related to our portfolios/ alerts on adding any new "red stock" to our portfolio/ alerts on any missing ESG data provider report/ alerts on UNGC failures.
- ❖

TRAININGS

- ❖ **Regular presentations/updates** are held on our latest ESG developments. Note presentations/trainings are usually shown in groups: management team/ operations' team etc. An ESG online trainings is also provided to the teams via our online Thomson Reuters online training platform.
- ❖ A **dedicated internal ESG quiz** is prepared by the ESG officer and sent to all staff members in order to evaluate the team's knowledge from time to time. A rate is being assigned to each team members. A thorough post-quiz review is being sent to recap the most seen mistakes and make sure everyone is clear about the key ESG knowledge required.