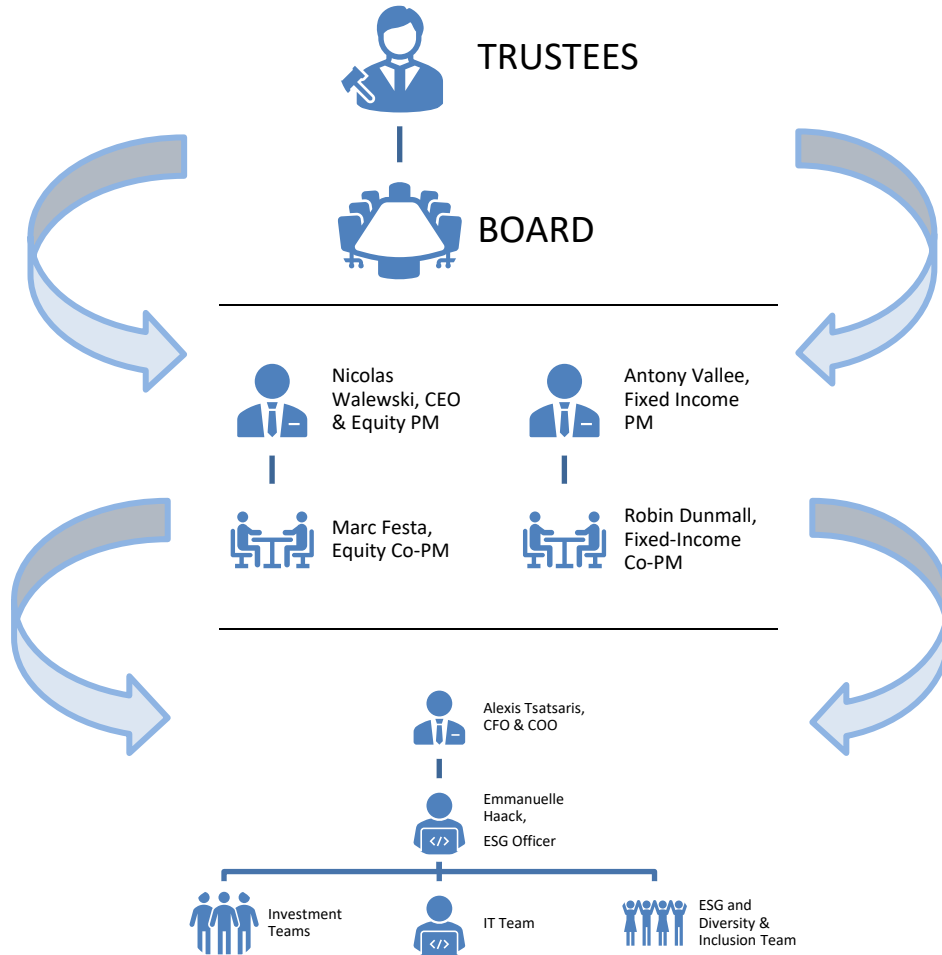




ESG ORGANISATIONAL AND RESPONSIBILITIES MAP

Alken Asset Management Ltd



ALKEN ASSET MANAGEMENT

25 Savile Row Road, London, W1S 2ER, United Kingdom Tel +44 (0)20 7440 1900 Fax +44 (0)20 7440 1901
www.alken-am.com



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	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.
Falastin Ali	ESG Research Analyst	Supports ESG analysis, reviews of ESG material issues, and ad hoc ESG research needed.
Randall Tarindus	ESG Research 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
IT Team	IT analysts	Help build our internal ESG platforms, building alerts' systems and ESG monitoring
Intern(s) and other staff member(s)	Different roles	Help making sur our ESG processes are strong and resilient

WHO HAS OVERSIGHT?

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

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

- ❖ We may hold a **weekly ESG investment meeting** to discuss progress, advancements, and on-going difficulties.
- ❖ We may hold a **weekly ESG IT development** meeting to discuss on-going and future IT developments on ESG.
- ❖ We may hold a **quarterly ESG Committee** with the management to discuss achievements and future developments.
- ❖ We may hold a **quarterly ESG investment committee** to discuss compliance with ESG rules.
- ❖ We may hold an **annual ESG meeting** with the entire firm to highlight main developments and develop future objectives.
- ❖ We may hold an **annual ESG Committee** to discuss overall directions, budget, staff, trainings, ESG objectives.
- ❖ We may hold an **annual compliance & ESG meeting** with the board members whereby we discuss ESG objectives, including climate-related strategy, for the year to come.

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