

Sustainability organisation

May 2023

Sienna IM is the asset management company of the publicly-traded investment holding company GBL (“Groupe Bruxelles Lambert”). Its team of over 280 professionals operates in Luxembourg, London, Paris, Hamburg, Frankfurt, Madrid, Amsterdam, Zurich and Seoul. With extensive experience in asset management, Sienna invests on behalf of third parties. Sienna oversees over €31 billion of assets under management as of December 2022 on behalf of its shareholder GBL as well as institutional clients, mainly through real estate assets (Sienna Real Estate), private debt (Sienna Private Credit), investments in private and public market funds (Sienna Gestion) as well as through direct equity investments in unlisted companies (Sienna Private Equity and Sienna Venture Capital) or Fund of PE Fund (Sienna Multi-Manager Private Equity). www.sienna-im.com

Governance

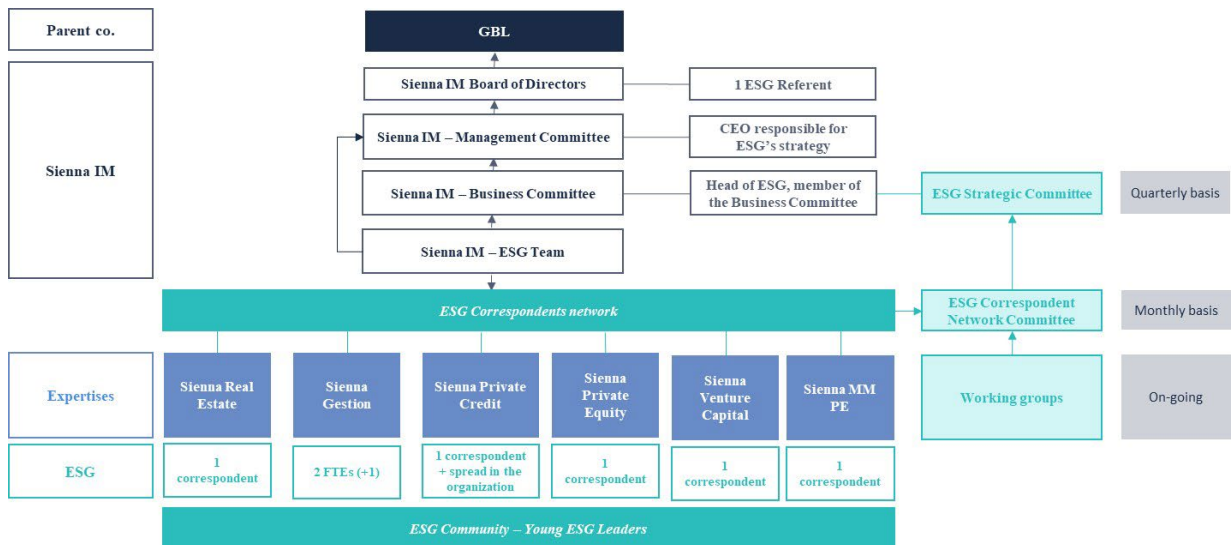
Sienna IM is a committed actor in a sustainable and inclusive economy. The world is facing huge challenges and our economy is currently in transition. At the same time, the topic of sustainability is still in its infancy.

As we pay particular attention to both ESG investment and Corporate & Social Responsibility (CSR), the question we ask ourselves is the following: how can we accompany this transition, both as a company and as a long-term investor?

To ensure consistency and credibility, we apply the same approach to our own firm as the one we apply to our investee companies.

The governance in place reflects this principle, as shown in the chart below.

Overview



Source: Sienna IM

Definition and implementation of the Sustainability strategy

Sienna is decisively committed to its sustainability strategy with the support of its shareholder and senior management. And sustainability is embedded at each level.

Sienna relies on a strong governance system for the development, implementation and monitoring of its sustainability strategy:

- The CEO is responsible for the strategy, its objectives, achievements and funding;
- The CEO has a dedicated ESG correspondent appointed to the Sienna IM Board of Directors;
- The CEO is supported by the Head of ESG, a member of the executive team, who reports directly to the CEO and is responsible for implementing Sienna IM's sustainability strategy and driving the approach of the specialized subsidiaries by providing functional guidance to each ESG manager and approving the programs and communications put in place;
- The CEO leads the ESG Strategic Committee, which brings together the corporate officers of the various product lines as well as members of the Executive Board and the Chief Risk and Compliance Officer ("CRCO");
- The Head of ESG leads the ESG Correspondent Network, which is made up of ESG managers within each of the Group's expertise. He ensures that these managers report directly to a corporate officer, and that an ESG correspondent is appointed to the Board of Directors of each operating subsidiary;
- The Head of ESG ensures that the group's practices are in line with the support of Sienna IM's CRCO.

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