

Diversity, Equity and Inclusion Charter

June 2025

Scope of application:

This charter outlines Sienna Investment Managers' commitment to diversity, equity and inclusion. This charter applies to all employees of Sienna Investment Managers.

Definitions:

In accordance with the PRI definitions, diversity, equity and inclusion are described as follows:

- Diversity can be defined as the presence of difference in a given context, such as an organization.
- Equity means people have fair access, opportunity, resources and power to thrive. The goal is to move beyond historical and systemic barriers to achieve greater fairness of treatment and outcomes.
- Inclusion can be described as the actions taken to understand, embrace and leverage the unique strengths and facets of identity for all individuals so that they feel welcomed, valued and supported.

Our conviction:

In line with Sienna's values of cohesion, sustainable innovation, customer centricity, and agility, we recognize that diversity, equity, and inclusion are critical drivers of enhanced business performance, improved decision-making, and positive professional outcomes.

As a responsible investor, we are committed to upholding specific standards for the companies in which we invest. In this way, we apply the same level of demand to ourselves. We therefore are committed to cultivating an environment that embraces diverse backgrounds, experiences, and perspectives, where all individuals have equal opportunities, feel safe, and are encouraged to express their opinions.

We believe that mutual respect and inclusion contribute to our collective success.

Our priorities:

To guide our efforts, we have identified five key pillars, detailed below.

Ensuring equal opportunities

At Sienna, we are committed to promoting equal professional opportunities for all our employees by ensuring that there is no bias of any kind in our hiring practices or any other company actions. For example, we strive to identify and attract talent without prejudice. By fostering a culture of inclusion where everyone has a chance, we are contributing to a more equitable society.

Promoting gender equality

At Sienna, we are committed to actively contributing to the transformation of the financial sector to make it more accessible to women. In our pursuit of promoting systemic change, we encourage gender diversity within the company and in our governance structures.

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Encouraging the integration of people with disabilities

There is a wide range of disabilities, many of which may not be immediately visible. We strive to create a sufficiently open, welcoming and non-judgmental environment to allow our employees to accept their disability, feel fully valued and empowered—without being treated differently or placed at a disadvantage. We are therefore committed to fostering an inclusive work environment for persons with disabilities and recognize that various solutions can be implemented to meet their needs.

Our goal is to ensure that every employee can do their job with the support of the company and in a way that is tailored to their specific needs.

Fostering the professional integration and development of young people

Young people play a crucial role in creating added value for the company and in its transformation. We actively participate in their training and career development to ensure their long-term fulfillment. We are committed to offering them fair and competitive compensation.

Valuing seniors' expertise

At Sienna, we recognize the importance of valuing the expertise and experience of our older employees.

We are committed to fostering an inclusive environment that encourages intergenerational collaboration and learning, enabling all employees to benefit from one another's knowledge and insights.

Our commitment

Sienna's concrete commitment to DE&I issues requires an operational application of this charter. This is based on:

- Ensuring that everyone embraces the charter, with the support and example of all managers
- The implementation of an action plan that not only lists the actions already put in place but also develops certain initiatives over time, including training. This will help achieve our goal of fostering an environment that values diversity of backgrounds, experiences and perspectives, ensuring that all individuals have equal opportunities, a sense of security and the opportunity to freely express their thoughts and ideas.
- Monitoring of key indicators with senior management and employees on an annual basis and with other stakeholders on request. These indicators are selected by our human resources team and are used to assess the impact of our initiatives.

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Sienna
INVESTMENT MANAGERS

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Sienna Investment Managers, simplified joint-stock company existing under the law of France, with a share capital of EUR 10,000, having its registered office at 21, bd Haussmann 75009 Paris.

Sienna Investment Managers is registered under number 983 606 211 with the Paris Trade and Company register.

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