

CANDIDATE STATEMENT, BIOGRAPHY, SIGNATORY AND COMPARATIVE INFORMATION FORM

Full name: Laetitia Tankwe

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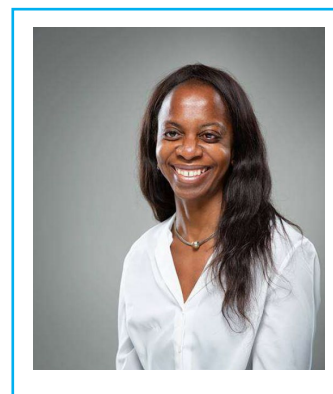
Job title: Union trustee

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Signatory organisation name: CFDT

Signatory organisation seconding your candidacy: FRR



CANDIDATE STATEMENT (400 words maximum)

As far as I remember, I have always wanted finance to be meaningful. I always believed it was absolutely necessary to reconcile economy, finance and the greater goals of society.

The UN PRI contributes to shape this new finance. The work has started almost 20 years ago and I am proud to have been involved at the launch of the initiative in 2006 as the delegate¹ to the board. The PRI has become the major RI association. With this development comes great expectations. The UN PRI challenge is now to be global and think local when necessary to really be able to address the various needs of its signatories. The PRI will have to reinforce its presence and finetune its actions in areas such as the emerging or the French speaking countries. PRI also has to evolve in a context of geopolitical instability, growing regulatory reporting requests and a risk of fragmented markets. Thanks to my different roles within sustainable finance, I believe that during my first 2 mandates as PRI Board member I helped the PRI address this challenge.

There is still a lot to do as PRI signatories told us in the 2024 consultation. I am confident that my background, my current position and network – especially in the French speaking community – as well as my personality is of great value to the PRI.

The responsible investment world is made up of a variety of visions and approaches. Different actors use different terminology to define their activities. Despite our differences, we achieve better results working together. The PRI is a great association because it gathers and allows for

¹ I was then working at Bâtirente whose CEO was one of the Board members representing North America.

this diversity. Having lived in different countries, worked at various levels of the RI value chain, with different stakeholders (unions, companies, NGO, religious communities, board members), I think that as PRI board member, I bring my grit to this ambition and I am very keen to pursue the job.

BIOGRAPHY (300 words maximum)

I have 20 years of experience in the financial sector. I am currently head of advocacy and Assurance for HSBC AM. I am member of CFDT, a French union and as union trustee, I sit on behalf of CFDT on FRR supervisory board. Both CFDT and FRR are long tenure PRI AO signatories. I previously was advisor to the president of Ircantec's board. I joined Ircantec in 2017 from Banque Populaire Méditerranée (BPCE) where I was advisor to the CEO for 3 years. I had joined BPCE financial group in 2011. From 2004 to 2010, I had worked for Bâtirente, a Canadian labour-sponsored pension system, as extra-financial risks manager. During that period I was involved in different working groups (WG) of the UN PRI such as the assessment and reporting WG or the small size AO WG

Throughout my career, I've had the opportunity to work in mainstream finance as well as in the RI industry. Besides technical expertise, I developed a wide range of skills: such as strategy, risks management, project development, public relations.

Allow me to give you details about my positions in the RI industry

I helped shape RI strategy of pension funds, originated and developed partnerships. I have been involved in the design and growth of many initiatives such as Climate action 100+ as member of the steering committee and the PRI Francophone Advisory Committee. I co-chair working groups on topics such as impact investing or just transition. I contribute to the development of the French Responsible Investment label as member of the RI label Committee.

I hold a MBA with honors from HEC Montréal, a Master 2 in finance and economics from Paris IX Dauphine University and a Master 2 in Political Science from Paris 1 Sorbonne University.

SIGNATORY ORGANISATION INFORMATION *(300 words maximum)*

CFDT is the 1st French union by its number of members (623 802) .This is the first union of the private sector and the 2nd in the public sector as per the results of the last professional elections. CFDT supports unions across the world and is therefore affiliated to the CSI (Confédération Syndicale International international union confederation).

CFDT has a long history with Responsible Investment with one of its previous General Secretary having created one of the first Responsible Investment rating agency in France (Vigeo). The union strives to have union trustees with solid RI expertise sitting in the boards of the different French pensions schemes. It is also involved in most of the French RI associations / taskforces dealing with RI topics.

COMPARATIVE CANDIDATE INFORMATION

As part of the commitment to strengthen the rigour and accountability of the election process, the PRI is providing more guidance and information to candidates and signatories in advance of their vote.

The board should have the appropriate balance of skills, diversity, experience, independence and knowledge of the organisation to enable it to discharge its duties and responsibilities effectively. This necessary diversity encompasses a sufficient mix of relevant skills, competence, and diversity of perspectives. It may include but is not limited to: geographical diversity of signatory representation to bring regional knowledge and perspectives to the board; diversity of geographical origin, ethnicity, language and culture, and also gender diversity.

The board needs to be appropriately representative of the diversity of the PRI signatories in order to generate effective debate and discussion around the key issues that the board considers, and to deliver the broadly-founded leadership that the initiative requires. The PRI is a global organisation, and aims for global representation on its board, particularly within the asset owner positions.

The PRI Board is encouraging candidates:

- with governance skills and senior leadership experience; and
- with demonstrated leadership in responsible investment.

Candidates are asked to elaborate, in their candidate statements, on their leadership and governance experience, and demonstrated leadership in responsible investment. This information – as well as information on the nominating signatory, the candidate biography and statement – will enable the signatory electorate to more easily compare the skills, experience and diversity of the respective candidates.

SPECIFIC EXPERTISE

LEADERSHIP AND GOVERNANCE EXPERIENCE *(300 words maximum)*

I am running for a third mandate as PRI board member. During my first mandate, I sat on the Financial, Audit and Risk Committee and Policy Committee. During my second mandate, the board decided to create a Reporting and Assessment committee to address the challenges encountered during the 2021 exercise and I was nominated to act as chair of this committee (now Progression and Accountability committee which I continue to Chair). I also sit in the Strategy and Policy committees. The work of the PRI board be it the full board or the committees is of course the result of a collective commitment to the PRI purpose and I do think I contribute positively to the board effectiveness.

I have had the opportunity to demonstrate my leadership and ability to contribute to high level committees as a member and rotating chair of the Climate Action 100+ steering committee, as a member of the PRI Francophone advisory committee and as a member of different working groups in France and abroad. I have also been board member of the French responsible investment association (Frenchsif).

My current job involves working with board members and participating to board committees. I also participated to the workings of the RAIR (Réseau des Administrateurs pour l'investissement responsable), the French association of trade union trustees promoting RI.

I have always been truly involved in those different committee and working groups. It was reflected in my excellent attendance rate and my active participation ahead, during and after meetings.

Having advised the CEO of a Bank for 3 years and Ircantec's Chair of the board of trustees over 5 years and being now member of FRR supervisory board, I am totally aware of the importance of a board and make no confusion with the role and responsibilities of the Executives.

GENERAL

DEMONSTRATED LEADERSHIP WITHIN RESPONSIBLE INVESTMENT, ESG EXPERTISE AND OTHER EXPERIENCE RELEVANT TO THE LONG-TERM SUCCESS OF THE PRI. *(300 words maximum)*

As the extra financial risks manager at Bâtirente, I co-designed and developed the RI philosophy, guidelines and implementation processes.

I started from scratch with an incremental approach, made of collaborative work with our CEO, board members, investments managers, partners, with religious communities and NGOs. Bâtirente turned out to be a very active fund in the local and global RI world despite its relative small size.

This success was the demonstration that all institutional investors can contribute to the RI agenda. I also demonstrated leadership while engaging companies, filing resolutions, leading working groups with different stakeholders or being interviewed by all type of media.

In 2009, Ircantec decided to invest its reserves according to socially responsible principles. When I joined in June 2017, I reviewed all its actions to identify where the scheme could improve. As a result, the scheme has made significant progresses on all the pillars of responsible investment. Under my leadership, its notoriety increased both in France and abroad.

Upon my arrival, Ircantec reinforced its presence in French and international organizations. I am indeed convinced institutional investors must collaborate inside and outside their national borders to tackle the incredible number of challenges lying ahead.

As a CFDT union trustee, I am eager to share my RI expertise with other trustees so that it can be a source of value for the different schemes / pensions funds CFDT is involved in.

EXECUTIVE EMPLOYEE INFORMATION

If an applicant is an executive employee of a signatory in a role where his or her immediate line manager is a CEO, CIO or most senior investment professional, he or she must provide a brief job description (*100 words maximum*) and indicate the number of years employed in an executive position.

n/a

X Please tick if you accept the [PRI's privacy policy](#).