

## CANDIDATE STATEMENT, BIOGRAPHY, SIGNATORY AND COMPARATIVE INFORMATION FORM

Full name: **Laetitia Tankwe**

Job title: **Advisor To Ircantec President**

Signatory organisation name: **Ircantec**

Signatory organisation seconding your candidacy: **CAVP, Calpers,  
Batirente**



### CANDIDATE STATEMENT

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 societies.

The UN PRI contributes to shape this new finance. The work has started some fifteen years ago and I am proud to have been involved at the launch of the initiative in 2006 as the delegate<sup>1</sup> 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. Acting as fiduciary manager of one of the most active French pension scheme in the RI industry, I believe that during my first mandate as PRI Board member I helped the PRI address this challenge.

There is still a lot to do as reflected in the new 3 years PRI Strategy.

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.

Having designed, developed and implemented the RI policy of a labor sponsored pension fund, Batirente, I know how challenging it can be to turn a philosophy into real actions. Acting as fiduciary manager alongside the Chair of the fund's board of trustees who is truly committed to maintaining and increasing not only the financial but also the social and the environmental capital

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

of its members requires to remain up to date. Live up to one's ambitions is a never-ending challenge.

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 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 stone to this ambition and I am very keen to pursue the job.

## BIOGRAPHY

I have almost 20 years of experience in the financial sector. I currently am the 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 UNPRI such as the assessment and reporting WG or the small size AO WG

Through 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, project development, coordination and public relations.

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

As advisor to Ircantec's President, I help him shape the RI strategy of the scheme, I originate and develop partnerships and I represent him in every working group, partnership or any kind of activity linked to RI. As an illustration, I am a member of the Climate Action 100+<sup>2</sup> steering committee and the PRI Francophone advisory Committee. I am board member of Frenchsif. I co-chair working groups on topics such as impact investing or just transition.

As extra financial risks manager at Bâtirente, I designed and developed the extra financial risks guidelines. I implemented them and was in charge of the engagement strategy. I conducted dialogs with several companies on a wide range of ESG issues. I originated the fund's RI communication. Bâtirente was then amongst the first to publish an annual report based on the GRI guidelines.

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<sup>2</sup> <https://climateaction100.wordpress.com/>

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

Ircantec is a French complementary pension scheme for non-tenured State and Territorial Authorities, hospitals and associated public institutions' employees. It is also the pension scheme for local elected officials.

It is a points-based system financed by contributions from employees and employers. Approximately 2.8 million public sector workers contribute to the scheme and 1.9 million pensioners receive an allowance.

Ircantec is governed by a 34-member board of trustees, representing employers and trade union representatives as well as qualified experts. The President is currently an employer representative. Caisse des dépôts et consignations (CDC) acts as its fiduciary manager. As such the CDC is in charge of the financial and extra financial management of the scheme.

Ircantec invests its 12.9billion € AUM according to the responsible investment policy adopted by its Board of Directors.”. This policy is one of the 3 pillars the scheme uses to implement its core value, which is to foster solidarity between generations. The two other pillars are its proxy voting policy and its engagement policy. These policies enable Ircantec to integrate ESG challenges all along its value chain, from investments, to active ownership, to reporting.

For example, in the case of climate change , Ircantec's actions encompass but are not limited to :

- Assessing and disclosing the carbon footprint as well as the green share and the net environmental contribution of its portfolios- Assessing and disclosing the alignment of its portfolios to a 2°C scenario.
- Excluding companies whose carbon exposure is not compatible with Ircantec's objective to contribute through its investments to maintain global warming below 2°C
- Taking into account the commitments and actions in favor of Economic and Environmental Transition carried out by companies in the exercise of its voting rights
- Engaging with systemically important Greenhouse gas emitters.

## SPECIFIC EXPERTISE

### LEADERSHIP AND GOVERNANCE EXPERIENCE

I am running for a second mandate as PRI board member. During my current mandate, I sit at the Financial, audit and risk committee and at the policy committee. 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 am also board member of the French responsible investment association (Frenchsif)

My current job, involves working with board members and participating to board committees. I also participate 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.

As a Climate Action100+ steering committee member, I seize each opportunity to promote the initiative within my network and I have often presented the initiative to French institutional investors. I also facilitated building relations with the French government as the initiative caught its attention and was identified as one of the 12 key global initiatives to tackle climate change at the 2017 One Planet Summit in Paris.

Having advised the CEO of a Bank for 3 years and Ircantec's Chair of the board of trustees over the last year, 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.**

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 now produces its article 173 report in line with TCFD recommendations. Ircantec is developing partnerships with NGOs with a view to leveraging common objectives. The scheme is improving its communications especially towards its affiliates who should be the first stakeholders to endorse Ircantec's values and implementation strategy. Ircantec's website has been totally revisited to facilitate access to the pages relative to those commitments. Under my leadership, the scheme also made innovative investments to couple empowerment and environmental goals which get the attention of the French government. Ircantec started to implement its engagement policy under my supervision.

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. I see the PRI Francophone advisory committee as an opportunity to contribute to the development of RI in several new markets while allowing cultural diversity to enhance RI practices globally.