

MANDATUM ASSET MANAGEMENT

DUE DILIGENCE VISIT

SECURITIES SERVICES TEAM BIOGRAPHIES



SECURITIES SERVICES
1 SEPTEMBER 2023



BNP PARIBAS

The bank
for a changing
world

MAM DDV – BNP Paribas attendees

Adam Persson

Head of Business Development, Nordic region

Adam is developing our Securities Services business in the Nordic region with a primary focus on Nordic asset owners and asset managers. He has over 20 years' experience working with clients on business development projects and risk management across asset classes and financing instruments, having worked in sales, trading and financing at SEB in Stockholm and Oslo prior to joining Securities Services in 2018.

Adam holds a Master's in Business Administration from Linköping University and has studied at the University of Edinburgh and Stockholm School of Economics.

As the sales lead, Adam is responsible for providing MAM with an attractive value proposition across services and managing the delivery of our team during the review process.

Linda Lamri

Head of Sales Managers

Linda studied Business, Economy and Applied Languages at the University of Metz, obtaining a master's degree with honours before joining Bank of New York Luxembourg as transfer agent in 2001. She subsequently joined Merrill Lynch in Luxembourg where she was appointed Account Manager for Italian and French institutional clients.

Fluent in Italian, English and French, Linda joined BNP Paribas Securities Services in 2003 to handle the TA relationship of a major Swiss client and held a number of positions in Client Development looking after institutional clients before taking her current role of Head of Sales Managers in Luxembourg in 2021.

Linda's role is to ensure that the MAM account is serviced to the highest possible standards by our Client Services team in Luxembourg.

Robert Van Kerkhoff

Head of Luxembourg, Ireland & Channel Islands

Robert van Kerkhoff has been Head of Luxembourg, Ireland & Channel Islands since April 2020. Robert has over 25 years of experience in the financial industry and has held several senior roles for BNP Paribas in Spain, France, the Netherlands and Luxembourg. Prior to joining BNP Paribas in 2010, he worked as COO at Fortis Bank Iberia and Director Risk Management at Fortis Bank Global Clearing. Robert is a member of the Dutch Advisory Committee Securities Industry Supervisory Board.



Frank Roden

EMEA Head of Asset Owners & Managers Client Line

Based in Luxembourg, Frank has worked for Securities Services since 2002 in the UK and international fund markets. Since 2019, Frank has been the Head of Asset Owners & Managers client line in EMEA. Prior to this, Frank held a number of roles focused primarily on the strategic development of our Securities Services business, servicing the needs of institutional asset owners and asset managers.

Frank holds a degree in Physics and Mathematics from the University of Leeds, he is a fellow of the Institute of Chartered Accountants in England and Wales and is an alumnus of INSEAD having recently completed the International Directors Programme. Frank was an advisory panel member of the IAEngine, the fintech accelerator programme of the UK Investment Association until March 2023.

Frank is our lead on the overall operating model and how our developments across services and IT integration will benefit MAM.

Lola Clouter

Proposal Manager

Lola is a proposal manager within the global proposal team. Lola is responsible for project managing and co-ordinating Securities Services' market and strategic market RFPs. She joined BNP Paribas in 2014 and has over 16 years' experience of managing client proposals.

Lola's role is to support our team in presenting our proposal to Sampo in a manner that is clear and within the framework of the review process.

Nevan Redmond

Global Head of Depositary, Product & Solutions

Nevan has 26 years' experience in financial services, with a particular focus on depositary. He joined Securities Services in 2016, initially as Head of Securities Services Branch in Ireland before being appointed as Global Head of Depositary Product in 2018.

Nevan holds a BA (Hons) in Accounting & Finance and an MSc in Investment & Treasury, both awarded by Dublin City University, and is also a member of the Institute of Directors.

As the product owner of the bank's depositary offering, Nevan's role is to ensure we can provide the depositary services that will meet MAM's needs today and in the future.



Xavier Vanhyfte

Head of DFS Analyst Manager – Traditional Funds

Xavier joined BNP Paribas Luxembourg in 2015 as an Investment Compliance Controller. In 2016, he became a Depository Analyst where he was responsible for prestigious, complex and demanding clients. He was promoted to Head of Depository Analysts for traditional funds in March 2023.

Xavier started his career as an external auditor at a Big 4 company in Luxembourg, specialising in investment funds.

Xavier studied at the Université de Namur (Belgium) and obtained, with honours, a master's degree in Accounting and Finance. He is fluent in Luxembourgish, English and French.

Sébastien Planelles

Global Custody Solutions Manager

Sébastien joined BNP Paribas Group in France in 2004. He started his career at Securities Services Paris – Custody and Clearing Services (CCS) where he was a settlement officer.

In March 2007, Sébastien joined Securities Services Luxembourg, as Global Custody Account Manager. He occupied several positions, such as Head of Business Implementation, Head of Operations and subsequently became Head of CCS in 2017 in charge of all global custody operations, global custody account managers, and the operational risk controller.

Since March 2023, Sébastien has been a Global Custody Solution Manager.

Sébastien graduated with a master's in Economics and Finance from Ecole Supérieure de Gestion et de Finances in Paris.

Léticia Jorge Costa

Custody Account Manager

Léticia joined BNP Paribas Securities Services in Lisbon in 2013. In 2017, she held a Custody Cash Team Leader role working closely with Luxembourg as the parent location. In 2019, she joined Securities Services' Luxembourg branch, where she has held a number of positions in the global custody department, including her current role of Account Manager.

Léticia studied International Relations at the ISCSP – University of Lisbon and is fluent in French, English and Portuguese.

Léticia's role will be to support MAM in its day-to-day global custody activities, ensuring it benefits from reliable and timely responses to queries. She will also be a source of service enhancement proposals.



Lucien Lorang

Programme Director & Head of Business Implementation, KYC & CCA

Lucien has worked for Securities Services Luxembourg for 13 years. In 2018, he was appointed Head of Business Implementation, Know Your Customer (KYC) and Client Account Administration (CCA). Previously, Lucien held several senior roles in transfer agency and product development for asset management, asset owners and alternative investors. He graduated as “Dipl. Engineer” of the Rheinisch Welfalische Technische Hochschule Aachen (RWTH).

As head of the departments that will facilitate the transition and perform investor KYC, Lucien will be the executive sponsor of the transition for MAM in Luxembourg.

Vincent Coffinet Bernasconi

Head of Operations

Vincent joined BNP Paribas Group in France in 2011. He started his career in Securities Services' Fund Dealing Services where he occupied several positions and subsequently became head of the department.

In 2016, Vincent joined Inspection Générale, the internal audit function of the BNP Paribas Group. As an inspector, Vincent conducted assignments in various businesses, functions and locations over three years. He then joined Securities Services Luxembourg in 2020 as head of the transfer agent department and is now Head of Operations for Securities Services Luxembourg.

Vincent graduated from the Paris School of Business (France) with a Master of Business Administration (MBA) in Market Finance.

His role will be to ensure that the day-to-day operations of MAM are delivered in accordance with the agreed service offer across departments.

Isabelle Silve

Fund Distribution Senior Global Product Manager

Isabelle joined BNP Paribas Securities Services in 2001, after 10 years at AXA Banque, and has held various positions client service, product. In 2012, Isabelle joined the global product team in charge of Fund Distribution services across EMEA, APAC and Americas, taking care in particular of cross-border distribution solutions. In 2018, she took in addition the responsibility of Solutions for ETF in Europe.

Isabelle holds a General Engineering degree from TELECOM Sud Paris - group Institut MinesTelecom (5 years post graduate).

Valentina Biagini

Transfer Agency Group Manager

Valentina joined BNP Paribas Group in Luxembourg in 2015 bringing with her more than seven years' experience in the financial industry. She started her career within Securities Services in the Transfer Agency department and moved to Fund Dealing Services where she occupied several positions and subsequently became the manager of the Client Account Management Team.

In May 2023, Valentina re-joined the Transfer Agency department as TA Group Manager, taking responsibility for Client Account Management, Investor Services and TA Reporting.

Valentina studied Marketing Management and Finance at the E.P.H.E.C. in Brussels and has been certified in Marketing Management and Commercial Law at the Chamber of Commerce in Luxemburg (IFBL). She speaks English, French, Italian and Spanish.

Martin Bock

Global Head of Fund Administration Product

Martin Bock is responsible for the product development and strategy of fund administration services worldwide. Prior to joining BNP Paribas in 2018, Martin was in charge of business development at Credit Suisse Fund Services, and Advisory & Consulting Director with Deloitte Consulting. Martin started his career in asset servicing at Dexia Fund Services and then joined RBC Investor Services where he was in charge of the legal department and later product management and strategy.

Martin holds a master's degree in Business Administration from Sheffield Business School, UK.

Martin's role is to ensure we can provide the fund administration services that will meet MAM's needs today and in the future.

Xavier Combes

Head of Fund Administration Luxembourg – IFSO

Xavier has more than 20 years' experience in the fund industry in Luxembourg with strong expertise in business, project and operational management. He started his career at JP Morgan Chase in the Fund Administration department and graduated in parallel with an MBA from Sacred Heart University (Connecticut). He then joined Accenture where he was involved in many projects in the Luxembourg market.

Xavier joined BNP Paribas Securities Services in 2009 during the merger with Fortis Bank where he led a major integration project in Fund Distribution Services and led the operational department. In 2013, Xavier moved to Market Financing Services in Luxembourg as a Business Manager and global head of the passive currency overlay platform and client services.

In July 2022, Xavier took the role of Head of Fund Administration Luxembourg where he is accountable for client delivery and service improvement for fund accounting, expense management, financial, legal and client reporting, contractual investment compliance, domiciliation, and client account management.

Sabine Tardelli

Head of Client Account Management – Fund Accounting

Sabine has managed the fund accounting Client Account Management team since 2016. She joined BNP Paribas in 2006 as a Financial Reporting Assistant Manager and in 2012 moved to the Client Account Management team to handle Italian institutional clients in a more transversal role.

Prior to BNP Paribas, Sabine worked for J.P. Morgan Luxembourg for eight years handling different fund administration activities such as financial reporting, expenses booking and monitoring.

Sabine is fluent in Italian, English and French and graduated in accounting from the University of Lorraine in Nancy.

Sebastien Bertrand

Global FA – Operating Model Leader

Sebastien joined BNP Paribas in Brussels in 1999, performing several roles including credit analysis before returning to Paris in 2002 with BNP Paribas Asset Management. He moved to Securities Services in 2005 to become firstly a fund administration change manager and engineer and then a fund dealing service engineer with a focus on project portfolio management and transversal management between operational, product and solution teams. In his current role, Sebastien defines the FA global operating model.

Sebastien studied chartered accounting in France and worked part-time in an Audit company during his studies.

Jérôme Bernodat

Head of MFS, Luxembourg

Jérôme has managed our Market & Financing Services department in Luxembourg since 2016. This team provides clients with various FX services including passive currency overlay. Prior to joining Luxembourg, Jérôme was based in Paris and held several management positions in product and business development, covering business implementation, communication and product development for FX, passive currency overlay and cash financing products.

From 2007 to 2012, Jérôme was in charge of engineering and project management for Overlay Asset Management, an investment firm specialising in currency management. Among his previous positions, Jérôme served as a Business Analyst and Project Manager in various departments including performance analysis and investment compliance.

Jerome holds a master's degree in Engineering from French engineering school, ESIEA.



Christian Oger

Global Head of Technical Sales, Markets & Financing Services

Christian Oger is Head of Technical Sales for securities lending, repo, forex and passive currency overlay. Before joining BNP Paribas, he was executive director at UBS AG Prime Brokerage Services in charge of assets sourcing and global relationship management for European institutional investors. Prior to that, he spent 10 years at Société Générale, holding senior roles in equity finance trading and business development before becoming Head of Institutional Sales in the equity derivatives division. He also held roles at Banque Paribas SA and JP Morgan.

Christian has over 25 years of investment banking experience, having specialised in equity finance and fixed income repo since 1995, and holds a master's degree with a major in corporate finance.

Christian's role is to provide technical expertise on securities lending and to guide MAM through our securities lending offering.

Annyse Guillaume

Head of Change Teams

Annyse joined BNP Group in 1991 as a fund accountant and move through several management positions. In 2002, she was deputy of the BNP Paribas Asset Management branch in Luxembourg and in 2003 Managing Director of the same entity.

In 2006, she moved to the bank's Inspection Générale (internal audit) for worldwide assignments until 2010 when she joined Securities Services as head of the FA department. In 2015, she joined the FA Product team in charge of local and global subjects before taking on her current role in September 2020.

Annyse is a graduate in tax accounting from High School in Liege and she has obtained dedicated fund diplomas over her career. She is fluent in French and English.

Jean-Marc Fries

Chief Digital Services Officer

Jean-Marc has 20+ years of experience in international banks and consulting. He joined BNP Paribas in 2006 and worked successively for the Transaction Banking, Global Markets and Securities Services business lines. He is a domain expert in digital, product, partnerships and business development, and has managed BNP Paribas Group initiatives such as the CENTRIC corporate multi-products portal and the FX payments business and platform development.

Jean-Marc has an MBA from the EM Lyon Business School.



Christophe Chretien

Digital CSM Luxembourg

Chris joined BNP Paribas in 1997 and has held a number of positions in custody across France (from 1997 to 2008) and Luxembourg (since 2008). He has worked as NeoLink Support Manager then as Digital Client Service Manager since 2010 where he is the client contact for NeoLink (our client web portal) covering, for example, training, live demos, file upload testing and onboarding. Chris is fluent in French and English.

Chris' role will be to ensure MAM's users feel at ease using NeoLink.

Shany Venon

Head of Institutional Investors client lines for Luxembourg, Ireland and the Channels Islands

With over 20 years' experience within Securities Services, Shany has held global positions in fund product management and asset manager business development. In 2017, she held the position of Head of Asset Owners & Managers client lines for France and Belgium, and since September 2021, she has been Head of Institutional Investors client lines for Luxembourg, Ireland and the Channels Islands.

Shany is a member of the BNP Paribas Luxembourg branch Securities Services Executive Committee. She has a master's degree in Langues Etrangères Appliquées, from Sorbonne University and Sustainability Essentials from the University of Cambridge.

Sophie Ceurvels

Head of Business Implementation

Sophie heads the Business Implementation team in Luxembourg, which manages implementation and fund event projects and collaborates with other BNP Paribas locations for multi-domicile transitions.

Sophie has 20+ years of experience in strategic and tactical project management in the fund industry. She started her career in 1995 with State Street Bank Luxembourg where, over 20 years, she was exposed to all aspects of the fund industry, as operation team manager, trainer and operational project manager. As custody project leader (AVP), she took part in the bank's acquisition projects. She then joined Pictet & Cie Europe (SA) Luxembourg as a Senior Onboarding Specialist, coordinating PERE investment fund projects, before moving into external consultancy with Deloitte and SPartners. In 2020, after a year as an external consultant at BNP Paribas, Sophie became head of the business implementation project team. In May 2023, she was promoted to Head of Business Implementation team, which includes up to 40 experienced projects managers.

Sophie speaks English and French fluently with passive Dutch. She graduated with a Business Management degree from the Louvain Management School (former IAG at UCL University) in Belgium.



Johanna Sigfridsson

Global Relationship Manager and Head of Relationship Management, Nordic region

Johanna joined Securities Services in 2015 as Global Relationship Manager covering BNP Paribas's institutional clients in the Nordic region. She has worked in the financial industry for more than 20 years, in banking and at stock exchanges, as well as for technology firms such as Nasdaq and Tietoevry. Since 2010, Johanna has been covering large client relationships with financial institutions, asset owners and asset managers.

Johanna has been the Global Relationship Manager for the Sampo Group for a number of years and believes in building longstanding relationships based on trust. She will lead the session on Relationship Management and Client Service Model and is responsible for ensuring our client service model is adapted to MAM's evolving needs.

Jeroen Bouwman

Global Service Manager

Jeroen is a Service Manager for asset owners, asset managers and insurance companies. He joined Securities Services in 2016, using his experience in global custody services to set up a Global Custody Support team for Dutch pension funds. Jeroen joined the Client Service Manager team in 2017, taking responsibility for onboarding and business implementation projects. He is also one of our Uplifting Service Champions with the remit of continually upgrading service quality in our Securities Services business.

Jeroen has 15+ years' experience in the custody industry and has worked as Client Service Manager for Sampo Group since 2019, responsible for all client deliverables.

Pascal Scotozza

Client Service Manager, Luxembourg

Pascal has more than 20 years' experience in the Luxembourg fund industry and holds an MBA from ICN Business School in Nancy.

During his time with Securities Services he has held positions including Team Manager in our Fund Administration and Transfer Agency operations department, Product Development Manager and Relationship Manager.

Since June 2021, he has been Senior Client Services Manager with responsibility for several strategic clients.



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Key facts

- Securities Services, a core business line of BNP Paribas, has USD 13.110 trillion of assets under custody
- 10,505 employees worldwide
- Employee population of 47% women to 53% men
- Common equity Tier 1 ratio of 13.6% exceeding the Basel III (CRD 4) initial target
- Europe's largest custodian bank
- Current credit rating of A+ (S&P)

As at 30 June 2023