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Nationality: Dutch

Born: July 26, 1967

Profile

- Experienced and dedicated consultant specializing in environmental, social and governance (ESG) issues, with an extensive network of high-level contacts in a broad range of organizations.
- Proven entrepreneurial ability to build, market and drive forward successful new businesses.
- Strong track record in working with institutional investors.
- Respected committee member.

Work experience

From 2010

Managing Director, ESG specialist with Fair Impact (self-employed)

Fair Impact is an ESG consultancy that gives organizations insight into the consequences of their activities concerning ESG issues.

- Founded ESG consultancy company Fair Impact in 2010 with the aim to bring together and inform investors and companies on ESG issues.
- Spending majority of time on representing research providers and inviting speakers for events.
- Spending smaller part of time on advising how to implement ESG into the investment process or corporate strategy.

Representing research providers

- Sold many licenses for several ESG research providers to asset managers, banks, companies and universities.
- Introducing banks, investors and companies in the Benelux, France, Germany, the Nordic countries, Switzerland, the United Kingdom and New York.

Events

- Organized five successful Responsible Investment Corporate Access (RICA) conferences in Amsterdam and Zurich together with business partner Tradinfo.
- Organized successful conference on the Helsinki stock exchange on behalf of the Sustainable Stock Exchange (SSE) Initiative.
- Attendees are CEOs, CFOs, IROs, CSR managers, institutional asset owners and asset managers, representatives of banks, family offices and ESG experts.
- Organized Breaking Financial Barriers conference in Amsterdam.
- Organized four successful round table meetings on responsible investment together with former business partner Double Dividend.

Advising investors and corporates

- Advised KPMG on ESG research providers.
- Gave workshop *From ESG to ROE* for an equities management team of RobecoSAM.
- Gave workshop on the impact of the asset management agenda on ESG themes of Delta Lloyd Group.
- Advising Legal & General Nederland and Add Value Fund on integrating ESG in their investment process.

From 2016	<p>ESG Specialist with Corporate Knights</p> <p>Corporate Knights offers a tool that allows investors to see the financial implications of a range of user-defined sustainable investing scenarios.</p> <ul style="list-style-type: none"> • Introducing investors outside Europe. • Advising Corporate Knights on how to approach its prospects.
From 2016	<p>Sales Executive with South Pole Group</p> <p>South Pole Group offers comprehensive sustainability solutions and services.</p> <ul style="list-style-type: none"> • Introducing companies and investors globally.
From 2016	<p>Executive Sales with GES</p> <p>GES provides solutions for Engagement and Proxy Voting.</p> <ul style="list-style-type: none"> • Introducing investors in the Netherlands.
From 2016	<p>ESG Specialist with oekom research</p> <p>Global Footprint Network helps investors and economic decision makers manage natural resource risk.</p> <ul style="list-style-type: none"> • Introducing investors in the Benelux. • Organizing events for prospects and clients.
From 2015	<p>Sales Executive with Global Footprint Network</p> <p>Global Footprint Network helps investors and economic decision makers manage natural resource risk.</p> <ul style="list-style-type: none"> • Introducing investors globally.
From 2013	<p>Expert Research and Responsible Investment with Reputation Limited</p> <p>Reputation Limited is an international reputation and risk management think tank and consulting practice.</p> <ul style="list-style-type: none"> • Consulting and education to investors and companies, especially in Asia-Pacific.
From 2010	<p>ESG Specialist with RepRisk</p> <p>RepRisk is a research service that helps clients proactively assess ESG issues that may present financial, reputation, and compliance risk.</p> <ul style="list-style-type: none"> • Introducing banks, investors and companies.
2013 – 2016	<p>Representative with Global Real Estate Sustainability Benchmark (GRESB)</p> <p>GRESB is an industry-driven organization committed to assessing the sustainability performance of real estate portfolios around the globe.</p> <ul style="list-style-type: none"> • Introducing investors and real estate companies in Europe, especially Switzerland.
2013 – 2014	<p>Sales Representative with Ethix</p> <p>Ethix (now part of ISS Ethix) monitors and assesses company ESG performance, conducts topic and best practice focused research, engages companies and investors to enhance ESG integration. Its core strength is norms-based screening.</p> <ul style="list-style-type: none"> • Introduced controversial weapons screening tool to Dutch asset managers, asset owners and banks.
2012 – 2013	<p>Sales Executive, Europe with GMI Ratings</p> <p>GMI Ratings (now part of MSCI ESG Research) is a pioneer in the application of non-traditional risk metrics to investment analysis and risk modelling. Its core strength is in corporate governance and forensic accounting.</p> <ul style="list-style-type: none"> • Made decisive inroad into the Dutch investor market and a university.
2011 – 2012	<p>Sales and Marketing Manager, Continental Europe with Responsible Research</p> <p>Responsible Research (now part of Sustainalytics) was a ESG research provider covering Asian and other key emerging markets.</p> <ul style="list-style-type: none"> • Introduced investors, especially in The Netherlands, France and Switzerland.

2008 - 2010

Client portfolio manager with APG Investment Services

APG Investment Services is part of APG, the largest pension fund asset manager in The Netherlands.

- Accompanied pension fund boards to transfer from Cordares Asset Management (fiduciary manager for building societies that merged into APG) pools to APG pools.
- Initiated pension fund boards to invest in micro finance funds.
- Prepared board meetings, provided quarterly reporting, made investment plans.
- Team responsibility for Allocation, Commodities, Developed Equities, Sustainability & Governance (S & G).
- Gave ESG workshops for pension fund boards.
- Co-ordinated proxy voting and PRI reporting at Cordares before merger.
- Member of the S & G Steering Committee of APG.

2001 - 2008

Director, specialist sales oil & gas, utilities and sustainable and responsible investment & corporate governance (SRI & CG) with ING Equity Markets

ING Equity Markets is part of ING Bank, one of the big Dutch banks.

- Specialist sales oil & gas and utilities for Dutch and German institutional investors.
- Analyzed sector themes, called buy-side sector analysts and portfolio managers, organized analyst and company road shows.
- Thomson Extel survey 2008: oil & gas sales # 15, utilities sales # 12.
- Initiated (in 2002), developed and managed SRI & CG brokerage.
- Inspired analysts to writing research that highlights long-term themes like climate change and political risk.
- Established a network of companies and organized ESG road shows for them. This included preparing companies how to communicate with SRI investors.
- Wrote a weekly ESG Newsletter.
- In 2006 the SRI & CG franchise was recognized for the acquisition of about 30 new clients.
- Thomson Extel survey 2007: SRI sales # 5.
- Developed SRI & CG client base in London, Edinburgh, Paris, Frankfurt, Geneva, Zurich and the Benelux.

1994 - 2001

Account manager, general equity sales with ING Equity Markets

- Started business in Pan-European equities as one of the first team members.
- Initiated orders from and executed orders for Dutch institutional investors in Dutch equities. After a few years also for Pan-European equities.

1991 - 1994

Account manager, private banking with F. van Lanschot Bankiers

F. van Lanschot Bankiers is one of the oldest Dutch private banks.

- Focussed more and more on investment advise to Dutch private clients after a period of internal trainee ships and account manager roles.
- Advised on a broad range of private banking products.
- Advised on the feasibility of a new office in Almere.

1990 - 1991

Trainee economics department with ABN Bank

ABN Bank and Amro Bank merged in 1990. ABN Amro Bank is one of the large Dutch banks.

- Developed macro-economic prediction model.
- Wrote essay University of Amsterdam during traineeship.

Education

2014	OpenSAP course Sustainability and Business Innovation, achievement top 5%.
2009	Responsible Investing and Pension Fund Governance, Netspar-Maastricht University BSE Academy.
2009	Certified Asset Manager: Dutch Securities Institute DSI.
2008	ALM seminar, Dutch Association of Investment Professionals VBA.
2005	Fundamentals of the oil industry, Petroleum Economist, certificate 2005.
2000	Integrity: Dutch Securities Institute DSI, certificate 2000.
1999	Certified Senior Investment Advisor: Dutch Securities Institute DSI.
1999	Rhetorica Institute, speed-reading.
1994 - 1996	CEFA (RBA): Dutch Association of Investment Professionals VBA Essay: <i>Total return, banks versus the market, an examination of explanatory variables in an international perspective.</i>
1991 - 1994	Dutch Institute of Banking and Securities Industry NIBE, several certificates.
1986 - 1991	University of Amsterdam, Economics, nine A Levels. Essay (9 weeks in Japan for research): <i>The role of a Japanese group bank with foreign expansion of a keiretsu.</i>
1985 - 1986	Higher Business School Alkmaar, Propaedeutics Business Economics.
1979 - 1985	Berlingh College in Beverwijk, pre-university education.

Publications, roles and special skills

2016	Moderated discussion about the complexity of ESG integration in the investment policy at Alpha Research seminar in Amsterdam.
2015	Presented the article Sustainable Stock Exchanges at the conference of the Centre for Energy and Value Issues together with Marcel Schulze in Istanbul.
2014	Panel member at Pan-European IR Conference. Theme: <i>Integrated Reporting</i> .
2013	Speaker and panel member at VBDO Analyst Network seminar on AkzoNobel. Also participated in the panel discussion. Panel member at the Pan-European IR Conference. Theme: <i>Is there value in Corporate Social Responsibility and should IR actively communicate about it?</i>
2012	Gave a guest lecture at the University of Groningen for the course of study of Sustainable Investing and Finance. Theme: <i>The value of sustainability ratings</i> .
From 2011	Chairing committee responsible investing of the Dutch Association of Investment Professionals VBA.
2011	Panel member Rights & Responsibilities of Institutional Investors conference.
2010	Chaired 3 round tables on Sustainable Investing, The Financial Investigator. Gave a lecture at seminar Netherlands IR Society (NEVIR) <i>The value of sustainability targets for institutional investors. Does it make a difference?</i>
2008	Chaired round table on Sustainable Investing, The Financial Investigator.
2007	Co-organized seminar VBA
2004	Co-author of VBA quire # 11: <i>Institutional sustainable asset management in The Netherlands</i> .
2003	Gave introduction about engagement and dialogue at seminar VBA <i>Status and future of sustainable institutional asset management in the Netherlands</i> .
From 2002	Committee responsible investing of the VBA: organized conferences (2003, 2005 and 2007) and round tables on soft commodities (2009) and sustainable real estate (2010) and micro-finance (2010).
1993 - 2001	Chaired the technical committee of tennis club de Commandeurs.
1992	Publication in the monthly of the Dutch Institute of Banking and Securities Industry NIBE: <i>Keiretsu-banks in the Netherlands</i> .
1986 - 1991	Positions with the international students' corps AEGEE: treasurer and economic co-ordinator conference: <i>Japan, a magic world...</i>
Software applications	Microsoft Excel, Outlook, PowerPoint, Word, Salesforce (Proficient).
Languages	Dutch (Native), English (Fluent), German (Advanced), French (Basic).