

ETHICS ESG Workshop – April 29 / 30, 2024

Breakout Session Day 2

„Creating Value – a Roadmap (Most important topics? How to achieve?)”

Group 2

Roadmap to success

Key take aways:

- Challenging topic
 - Heavily regulatory driven
 - Multi-functional effort
 - Ethics & Compliance plays a role esp. in S & G
- Integrate in periodic risk assessment
- Communication is key – get senior stakeholder buy in
- Ensure alignment: corporate strategy and ESG strategy (avoid gap, top down buy in)
- Define the right balance between regulatory requirements and voluntary perspective
- Avoid bureaucracy
- Value creation – focus cultural aspect

Key actions:

- 1) Ensure alignment / w corporate strategy
 - Avoid gaps, get senior management buy in
- 2) Integration / w periodic risk assessment
- 3) Define & align on the scope (regulatory vs voluntary)
- 4) Establish governance, KPI's and KRI's
 - Continuously measure success

Key success factors:

- Communication is key
- Leverage experience & expertise of “Compliance”
- Create momentum
- Foster transparency and collaboration