



THE CONFERENCE BOARD



ZC Zeelandia Consulting | The Conference Board Sustainability Advisory Service Team

ESG Advisory Team Leads Profile

Engagement Lead



Poyen Chen is a strategic consultant with a decade of experience specializing in sustainability and corporate strategy. He has worked with businesses across Asia, Europe, India, and South America, helping them navigate complex challenges and integrate innovative, sustainable solutions. Poyen excels in strategic communication and stakeholder engagement, seamlessly transforming organizations into sustainable cultures and driving measurable impact. With an MBA from IESE Business School (Financial Times #5) and CFA ESG Investing and GRI Sustainability Reporting certifications, Poyen is a trusted advisor for aligning sustainability goals with long-term business success.

Languages: Mandarin(Chinese), English, Taiwanese

Project QA Lead



Anuj Saush, a seasoned sustainability consultant with over 20 years of experience, leads TCB Advisory and its ESG Center for Europe. As a former leader at PwC's responsible supply chain practice, Anuj is a recognized thought leader in international reporting developments. He frequently shares his expertise through writing, speaking engagements, and providing valuable audit and assurance insights to enhance organizational readiness for the CSRD and other ESG regulations. Anuj leverages his deep understanding of E, S, and G to help guide organization transform to organizations towards sustainable solutions. Anuj has delivered over 1000 audit and consulting engagements.

Languages: English, Hindi

Technical Lead



Sarah Lokman, Director at TCB Advisory, is a seasoned sustainability consultant with extensive experience in CSRD and EU Taxonomy compliance. She has conducted over 20 double materiality assessments and gap analyses for 30+ clients, specializing in sustainability disclosures, CSRD roadmaps, and XBRL reporting. As the founder and CEO of LIV Consulting, Sarah helps mid-sized firms build robust sustainability strategies, and previously, she founded Greenomy, a SaaS platform for sustainability. With a background in risk consulting, Sarah combines technical expertise with innovative solutions to drive impactful change.

Languages: French, English, Arabic

ESG Advisory Team Leads Profile

Legal Support Lead



Manali Paranjpe, Director at TCB Advisory, is a corporate lawyer specializing in EU ESG regulatory affairs and compliance. With over a decade of experience in leading Indian law firms and an LL.M. in corporate and financial laws, she has been instrumental in assisting European companies prepare for the CSDDD. As Program Director for the ESG Center's human rights working group, Manali combines her legal expertise with a deep understanding of evolving regulations to help organizations navigate complex compliance landscapes effectively.

Languages: English, French, Marathi, Hindi

IT & Technology Lead



Miguel Castillo is an AI and data expert with a Master's degree in Physics from Imperial College London and a PhD in a related field. Specializing in generative AI (GenAI) solutions, regulatory compliance (CSRD and GDPR), and ESG integration, Miguel brings advanced technical expertise to sustainability initiatives. As a former data analytics consultant at PwC, he led projects in carbon emission tracking and data implementation and developed the CSRD technical software currently in use at PwC.

Languages: English, Portuguese

Communication Lead

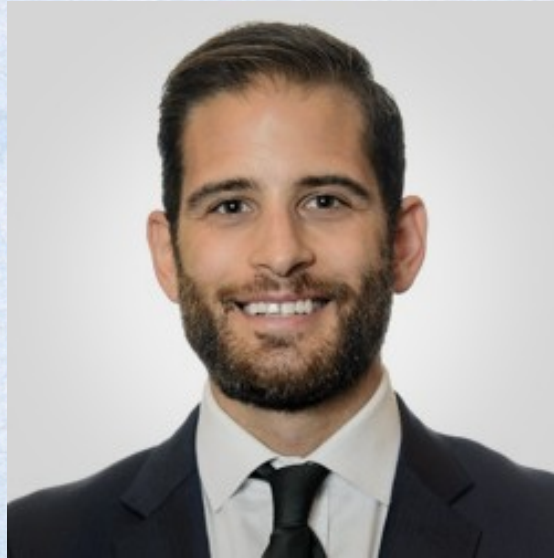


Evi Angelidou, Director at TCB Advisory, collaborates with businesses across Europe, Asia, and the Gulf Region to advance sustainable corporate management. With expertise in sustainability communication and stakeholder engagement, she focuses on creating relatable and impactful disclosures. Evi has led key projects on climate, circular economy, and sustainability reporting, and brings a strong background in corporate strategy and communications.

Languages: English, Greek, French, Spanish

ZC Sustainable Solutions Consultant List

Consultant



Gabriel Gage is a sustainability and ESG strategy professional with over 12 years of international consulting experience. As a former Senior Manager at KPMG Netherlands, he led ESG strategy, SFDR, and CSRD alignment projects for multinational corporates, financial institutions, and private equity firms.

Gabriel has supported clients across Europe and North America in developing ESG due diligence frameworks, regulatory reporting tools, and sustainable finance solutions. He holds a Certificate in ESG Investing from the CFA Institute and an MBA from IESE Business School. A dual citizen of the United States and Romania, Gabriel speaks English, Romanian, and Spanish, and brings a global, cross-sector perspective to sustainability transformation.

Consulting Intern



Weian Huang is a marketing strategist with expertise in sustainable transformation and business development. At Mercedes-Benz Taiwan, he spearheaded electric vehicle campaigns to promote sustainable mobility. During his MBA at IESE Business School, he served as VP of Marketing for the Responsible Business Club, organizing Europe's largest student-led sustainability seminar, with a focus on branding and promotion. Weian has also worked in start-ups in logistics and tourism, gaining hands-on experience in business development and market expansion.

Weian holds an MBA from IESE Business School in Spain and a degree in International Business from National Chengchi University, equipping him with a global perspective and a passion for driving sustainable growth.

The Conference Board Advisory Consultant List

Supply Chain & EU Regulation



Paula Byrne

Technical committee at EFRAG (European Financial Reporting Advisory Group)

Paula is a sustainability consultant with over 15 years of experience specializing in business and human rights, responsible sourcing, corporate governance, and ESG. She has in-depth knowledge of EU sustainability legislation and client expectations, particularly in supply chain due diligence and sustainability reporting.

Paula partners with the Conference Board to deliver specific human rights engagement. She also serves on the technical committee at EFRAG (European Financial Reporting Advisory Group).

Paula has worked across multiple industries, including electronics, food, and tropical agriculture. Previously, she served as the Sustainability Director for Samsung Electronics Europe.

Legal



Lucas Bergkamp

Senior Policy Advisor at The Conference Board ESG Center, specializing in the development of environmental law and policy. He previously served as a partner at Hunton & Williams, focusing on regulatory, trade, liability, and transactional matters, representing multinational corporations in handling policy and compliance issues related to the environment, health and safety, and trade. Lucas has extensive experience in natural and environmental law, energy law, as well as the laws of EU member states and EU law.

His academic background includes a teaching position at Erasmus University Rotterdam in 1997, and he holds a Master of Laws (LL.M.) from Yale University, a Ph.D. in Law, and an M.D. from the University of Amsterdam.

Environment



Ioannis Siskos

Ioannis is a senior research fellow at The Conference Board ESG. His career began in Greece as a mechanical engineer, focusing on the design and management of energy projects, before shifting to academic research. He has served as a research assistant at INSEAD in France and Kühne Logistics University in Germany, with research areas including urban logistics, industrial symbiosis, and decentralized energy production.

Ioannis holds a diploma in mechanical engineering from the Aristotle University of Thessaloniki, Greece; an executive MBA from Quantic School of Business and Technology, Washington, US; and a Master's degree in Environmental Engineering for Sustainable Development from Mälardalen University in Sweden.

Communication



Bárbara Mendes-Jorge

Barbara, currently based in Brussels and serving clients worldwide, is a communications professional with over a decade of experience. She specializes in supporting sustainability-driven organizations, including corporations, industry associations, and NGOs. Barbara excels in creating impactful **anti-greenwashing** communications, tailoring strategies for websites, reports, social media, and more to amplify organizational influence and reach. Her expertise spans writing, editing, project coordination, media relations, podcast development, and training in greenwashing, sustainability, and communications.

Her clients include leading organizations such as the Amsterdam University of Applied Sciences, Toyota Material Handling Europe, the United Nations Office for Disaster Risk Reduction (UNDRR), CDP, and SBTi, covering topics like corporate social responsibility (CSR), renewable energy, and environmental sustainability.

Contacts

Your partner in sustainable growth and transformation. Our strategies are grounded in real-world business insights and executive-level conversations.



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