

We provide you with an ESG model for your company: Governance with Integrity - Social and Environmental Responsibility

TKonsult coordinates independent consultants with extensive experience in industry and business. We have been in high level positions in the areas of Compliance and Risk Management, Quality Management, Finance, Human Resources and Project Management. In addition, we are involved in academia transmitting our knowledge.

We offer the combination of business practice, namely for the implementation of Governance and Integrity management systems, as well as Social Responsibility projects, with the academic and conceptual support that allows us to transmit our knowledge and educate company experts. Our consulting process includes the accompaniment of the persons designated by the company until concrete results are being achieved and the system efficacy has been proven. We do not limit ourselves to make proposals and give conferences. We make sure that the enterprise learns how to manage the systems and understands the benefits.

We offer **consulting and training** in the fields of

- Process Management
- Objective Management
- Compliance
- Risk Management: strategic, operative and compliance risks
- Integrity Policy, Whistleblowing systems and Conflict of Interest prevention
- Structured Social and Environmental Responsibility
- Institutional Relations and Corporate Communications
- USMCA requirements compliance

Ensuring the compliance with our ESG commitments requires preventing undesirable events and deviations with a robust **Governance** system, which includes Compliance, Risk Management, Integrity Policy and Institutional Relations. The Governance-focused ESG model

- Improves resilience of the enterprise in uncertain environments
- Reduces the probability of non-compliance
- Commits business partners and employees
- Improves the working atmosphere and the sense of belonging
- Improves productivity avoiding redundancies and rework

TKonsult proposes an ESG Management model adapted to the specific needs and possibilities of the company. The model incorporates the traditional CSR and Sustainability concepts, reduces unnecessary costs, and ensures that stakeholders understand and appreciate the efforts of the company. The basic element of the ESG model is a **Governance** concept which

- Integrates existing Objective and Process Management mechanisms
- Links them to Regulatory Compliance and Risk Management
- Introduces Integrity as the guiding principle of company and employee conduct

The Enterprise Management Systems consulting services

- 1. Diagnose Enterprise Governance status**
 - Evaluate maturity of existing management systems
 - Establish the need to involve suppliers and clients
- 2. Implement an Integrity Policy**
 - Develop and communicate a Code of Integrity (Code of Conduct)
 - Implement a Complaint System (Whistleblower platform)
 - Prevent Conflict of Interest and Corruption
- 3. Management systems**
 - Improvement of existing Objective and Process Management systems
 - Implementation of Regulatory Compliance
 - Implementation of Risk Management
- 4. Structure Social and Environmental Responsibility**
 - Working environment and quality of life in the company
 - Community support
 - Climate change: prevent and mitigate
 - Support nature conservation
- 5. Ensure the commitment of the management team**
 - Conferences and Seminars
 - Integrity as a performance evaluation tool
- 6. Communicate and inform**
 - Internal and external communication strategy
 - Develop a sustainability/ESG report
- 7. Other consulting services**
 - USMCA requirement compliance: Rules of Origin, Labor and Anticorruption chapters
 - Corporate Communications: generate messages to support the goals of the company, for both internal and external audiences
 - Institutional Relations: establish effective relationships with governmental and business institutions

The conferences on ESG and Governance

- ESG: the new enterprise management model
- Governance as a system
- The Code of Integrity
- Whistleblower System and Conflict of Interest prevention
- Regulatory Compliance management
- Risk Management: evaluation, prevention, and mitigation
- 10 rules for Objective Management
- Social and Environmental responsibility: a strategic challenge
- Governance leadership
- ESG as a management responsibility

Duration: 1 hour 15 min

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Conferences – Training - Consulting

The seminars on ESG, Governance and Integrity

Seminar of 1.5 days duration, or 3 webinar sessions of 3.5 hrs:

- **“The G in ESG: Governance with integrity, foundation of sustainable success”**, includes implementation guide
- **“Practical workshop: how to implement an Integrity Policy”**, includes implementation guide

Seminar of one day duration, or 2 webinar sessions of 3.5 hrs:

- **“Governance: achieve your objectives in uncertain times”**
- **“The enterprise acting with Integrity”**

Conferences on Auto Industry and USMCA

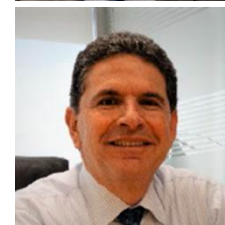
- **“The Mexican Auto Industry: before and after USMCA”**
The conference analyzes the success factors for Mexico as a location for the auto industry, and describes a scenario emphasizing the impacts of USMCA
- **“The challenges for the auto industry in a global environment”**
The auto industry faces four trends that will define its future, and that companies must prepare for.
- **“USMCA impact on the auto industry”**
Rules of Origin for the auto industry, Labor Chapter, Anticorruption Chapter: Explanation of concepts and measures to ensure compliance

The consultants

Thomas Karig worked for Volkswagen de México in several different management positions for 37 years. In his last position he was the VP of Corporate Relations and the Compliance Officer. He implemented the Integrity and Governance Processes, and led the CSR initiatives.

Carlos Ramirez is a psychologist and has participated in Organization Development, Project Management and Top Management programs in Mexico and the US. He has 35 years of experience at Volkswagen de México in Human Resources, Project Management, Management Systems, Corporate Strategy, and Governance, Risk & Compliance.

Jesus Landa was the CHRO and Compliance Officer of P.I. MABE Group, which later became part of Ontex Global, for 20 years. He has postgraduate studies of Personnel Management, Management Skills, Project Management, Change Management, Finance and Top Management.



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