

## Engagement Topics 2024

The **Responsible Shareholder Group (RSG)** selects the following main topics for the engagement activities in 2024:

### Environment

- Scope 3
- Sustainable Products and Services
- Biodiversity

### Social

- Human Rights Due Diligence
- Psychosocial Risks at Work

### Governance

- Competencies in the Board
- ESG Criteria in the Compensation System

### Scope 3

Greenhouse gas emissions are divided into three «scopes» according to the most widely used international accounting instrument, the Greenhouse Gas (GHG) Protocol:

**Scope 1 emissions** are direct emissions from sources that are owned or controlled by the company (fuel combustion, company vehicles [without electric cars]).

**Scope 2 emissions** are indirect emissions from the generation of purchased energy (purchased electricity, heat and steam).

**Scope 3 emissions** include all other indirect emissions resulting from the company's value chain activities, but that are not owned or controlled by it. Scope 3 emissions come from upstream and downstream activities such as:

- third-party distribution and logistics
- leased assets, franchises and investments
- purchased goods and services
- contracted solid waste disposal and wastewater treatment, use and disposal of sold products.

In Switzerland, tracking scope 1 and scope 2 emissions is no longer a major challenge for companies. Most of them track, monitor and disclose these emissions in detail. Reporting on scope 3 emissions, on the contrary, is rare. Collecting and reporting on scope 3 emissions is challenging for most corporations, however their importance is substantial and growing. Between 1995 and 2015, global scopes 1, 2, and 3 emissions grew by 47%, 78% and 84%, respectively. In some sectors scope 3 emissions are by far larger than scope 1 and 2 emissions.

For these reasons, reporting on scope 3 emissions is essential to fully understand the impact of a company on climate change. Without a complete GHG emissions disclosure that includes scope 3, investors may be misled. In addition, the progress of a country, investor or business addressing climate change and trying to contribute to the transition to a low carbon may be hindered. Developing a scope 3 emissions inventory requires a joint effort between the company and its suppliers. This allows companies to better manage emissions-related risks and opportunities, to focus efforts where they can have the greatest impact and to efficiently reduce value chain GHG emissions.

Additionally, Inrate expects companies to adopt «net-zero» GHG emission reduction targets which are verified by the «Science Based Target initiative (SBTi)». This includes scope 1, 2 and 3 emissions if relevant and is aligned with the Paris Agreement on keeping the rise in mean global temperature to 1.5 °C above pre-industrial levels.

### Sustainable Products and Services

Companies that do not adapt their business models to the challenges of sustainable development may face significant environmental and social risks. Sustainability challenges can turn into business opportunities if companies develop innovative products and solutions that directly address specific or global sustainability issues, such as climate change, energy efficiency, scarcity of natural resources or fair trade. Among other characteristics, sustainable products can save energy, be free of toxic compounds, be made of recycled or reused materials. Sustainable services can help to reduce the social and environmental impact through targeted technical and scientific expertise, for example in the financial industry or in the real estate sector. As customers have become increasingly sensitive to sustainability issues, demand has increased significantly in recent years and the offer of sustainable products and services is increasingly becoming a strategic business issue and a competitive factor for many companies. In the food industry, the supply of organic products, which comply with standards and ecolabels, meets an ever-increasing demand. Many investors today consider the offer of sustainable products and services as a material ESG challenge that contributes to the financial value of a company. International initiatives, like the Sustainable Development Goals (SDGs), supported by a growing number of stakeholders, including investors, strongly encourage companies to offer sustainable products/services.

### Biodiversity

Human activities have transformed the natural environments in such a way, that one million animals and plants are at risk of extinction in the next decades. This loss of biodiversity has a direct impact on our livelihoods and on the resilience of ecosystems. The conversion of forests into mainly agricultural lands for example contributes to about 25 % of global greenhouse emissions and reduces the ability of ecosystems to respond to extreme events caused by climate change. Further, the food sector, which heavily depends on pollinators, might face drastically decreasing production volumes, if pollinators continue to be reduced in numbers.

In 2020, The World Economic Forum defined biodiversity loss as a top-five risk, as more than half of the world economy depends on natural resources and services provided from nature and more than 80% of Sustainable Development Goals (SDGs) are connected to biodiversity. It is therefore increasingly important for companies to include biodiversity loss as a material issue to avoid increasing costs for raw materials, lack of stability of the supply chains, and risks of reputational losses. Investments in programs, which support innovative approaches of food production, such as agroforestry systems or restoration of degraded environments are possible ways to minimize negative biodiversity outcomes and eventually achieve positive ones.

### Human Rights Due Diligence

Over the last few years, Human Rights Due Diligence (HRDD) has become a strategic topic for companies and their investors. Many companies are affected by human rights-related risks, particularly through their supply chains in emerging markets or their financing activities. The violation of human rights may cause severe risks for both companies and their investors, including reputational and financial damages, commercial losses and criminal sanctions.

At the international level, standards developed by the UN or the OECD are unanimously endorsed and are

already being integrated by some leading companies in the field of Human Rights. Some countries, such as France, have issued laws on this topic and are binding national companies to HRDD specific requirements. In Switzerland, the responsible business initiative was rejected in 2020. The initiative would have compelled Swiss-based multinational companies to undertake human rights and environmental due diligence in all their business activities and would have imposed a liability for violations. Instead, the indirect counter-proposal entered into force on 01/01/2022. Companies will have to comply with the new regulation starting 01/01/2023. The regulations impose mandatory non-financial reporting and a due diligence for conflict minerals and child labour.

According to the UN Guiding Principles on Business & Human Rights, HRDD is a way for enterprises to proactively manage potential and actual human rights risks in which they are involved. It consists of five core components on which the dialogue initiated by Inrate with Swiss companies predominantly focuses:

1. Policy Commitment and Governance: a company needs to show its commitment to address the issue, to formulate ad-hoc policies and to adopt proper governance system.
2. Human Rights Impact Assessment: a company identifies and assesses actual or potential adverse human rights impacts that it may cause or contribute to, either through its own activities or through its products and services.
3. Actions to Mitigate and Avoid Impacts: after having considered the findings from impact assessments, a company takes appropriate action according to its involvement in the impact.
4. Monitoring and Reporting: a company communicates on how impacts are being addressed and shows stakeholders that adequate programs are in place.
5. Grievance and Remedy: a company implements grievance mechanisms so that appropriate remedies can be provided to affected stakeholders.

### Psychosocial Risks at Work

According to an OECD report published in 2014, mental illnesses cost CHF 19 billion per year in Switzerland. According to the Federal Office of Public Health (FOPH), mental illnesses can lead to disability if they are recognized too late and are inadequately treated. Furthermore, the Federal Social Insurance Office states that approximately 47% of disability pensions are caused by psychological reasons, making them the most common cause of disability and this number continues to grow. As a result of this development, the European Union (EU) as well as the Swiss State Secretariat for Economic Affairs (SECO) placed «psychosocial risks at work» (PSRW) at the center of their preventive activities.

Psychosocial risks occur at work and in society. The SECO describes PSRW as follows: Psychosocial risks refer to risks to health due to inadequate workplace design, work organization and unfavorable social environment. Psychosocial risks can affect mental health (e.g. depressions, anxiety disorders) and/or affect physical health (e.g. musculoskeletal diseases, cardiovascular diseases). Whereas group-related PSRW always involve at least two people (e.g. bullying, bossing, sexual harassment, violence), personality related PSRW (e.g. stress, monotony, burnout, bore-out, presenteeism) affect one individual (Fischer, 2016).

PSRW can cause employees to lose motivation, become unsociable, increase their consumption of alcohol and/or psychoactive substances. According to the Swiss Corona Stress Study 2020 and 2021, psychosocial problems have been significantly increased due to Covid-19. For companies, these can lead to productivity losses and higher illness costs.

The measurement of KPI's (e.g. absenteeism rate, presenteeism rate, employee turnover) can provide valuable information about PSRW, which is why companies should monitor them.

### Competencies in the Board

The board of directors plays a crucial role for a company's long-term success. The board acts as a sparring partner to the management board, sets and supervises the firm's strategy and long-term priorities, and provides critical advice to the management. As a result, investors ought to have a serious interest in appointing a board composed of skilled and experienced directors. Furthermore, board diversity is important so that corporate challenges are tackled with insights from various perspectives. Inrate identifies eight measurable competencies to evaluate board of directors and to identify potential know-how gaps:

- (1) Industry experience
- (2) CEO experience
- (3) International experience
- (4) Experience in emerging markets
- (5) Financial knowledge
- (6) M&A experience
- (7) Legal education
- (8) Experience in digitization
- (9) Experience in listed companies
- (10) Experience in sustainability

### ESG Criteria in the Compensation System

For investors, sustainability is becoming increasingly important when considering their investment decisions. At the same time, companies are implementing comprehensive sustainability strategies. This is intended to take into account environmental, social and governance (ESG) impacts when making corporate decisions (e.g. reducing CO2 footprints, promoting employee health, increasing diversity at management level). An effective instrument for the implementation of such strategies is the design of remuneration systems. Incentives can influence the behavior of employees and top-level managers. The consideration of ESG criteria for bonuses in remuneration systems might have a potential leverage effect on the integration of sustainability in companies. An analysis by Inrate of 2320 companies in 2018 showed that 11.3% of the companies included ESG criteria in their remuneration systems. The analysis showed that the most used ESG criteria in management remuneration relates to employees: 6.9% of companies mention such criteria. In this context, occupational safety and health of employees, talent development, talent management, employee satisfaction and diversity are mentioned. 4.9% of companies mention environmental issues. They mention general environmental issues, energy savings, emission reduction and water. In the area of social affairs (4.7%), customer satisfaction, quality criteria, ethics and corporate values, as well as stakeholder commitment and social programs are included in the variable compensation. 3.1% of companies generally refer to a link between sustainability or CSR and remuneration systems.